

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

**Slatington, PA
May 11, 2015**

PURPOSE

The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Edward E. Hartman, at 7:30 p.m. on Monday, May 11, 2015, in the Administration Office Board Room.

ROLL CALL

Members present: Mr. Robin T. Distler, Mr. Gary S. Fedorcha, Mr. Raymond J. Follweiler, Jr., Mr. Mathias J. Green, Jr., Mrs. Natalie J. Green, Mr. Robert J. Keegan, Jr., Mrs. Donna M. Kulp, Mr. Gregory S. Williams and Mr. Edward E. Hartman (9)

Members absent: (0)

Non-members present: Mr. Jeffrey Bachman, Ms. Emily Bevans (Sr. Rep.), Mrs. Jill Chamberlain, Mr. Greg Derr, Mrs. Rhonda Frantz, Mr. John Hrizuk, Mr. Gavin Kemery (Jr. Rep.), Mr. Paul Leonzi, Mr. Eugene Marks, Mr. Michael Michaels, Mrs. Sherri Molitoris, Mrs. Karen Nicholas, Mrs. Tanya Simms, Attorney Keith Strohl (Solicitor's Office), and Mr. Robert Vlasaty.

VISITORS

Approximately four visitors attended the meeting, in addition to Terry Ahner, reporter for The Times News.

**APPROVE
MINUTES**

Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha, that the minutes of the regular school board meeting held on April 13, 2015 be approved and ordered filed.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

**SPECIAL
BOARD
REPORTS**

Carbon Lehigh Intermediate Unit - Mr. Raymond Follweiler, Jr., reported that a new Transportation Director, Randy Barry, was hired at the Carbon Lehigh Intermediate Unit. Mr. Follweiler also reported that Dr. Mark Scott was hired as Assistant Director of Special Programs and Services.

Legislative Report – Mr. Gregory Williams reported on two new bills that were introduced last week. Senate Majority Leader, Jake Corman, unveiled details on a pension reform plan, Senate Bill 1. The plan would generate short and long term savings by creating a new defined contribution plan that is mandatory for all new employees and optional for current employees. The second bill would add economic reasons as allowable reasons to furlough professional employees and allows districts to use performance evaluations to determine the order that employees are furloughed in times of economic need. In addition, the bill delays the awarding of tenure to professional employees from three years to five years.

Lehigh Carbon Community College – Mr. Mathias Green reported that both he and Mr. Fedorcha had the opportunity to meet the governor who visited LCCC and LCTI last month. He was very impressed with the technology, but no increase in funding is forthcoming.

Committee Reports and/or Meetings

Minutes of the Technology/Buildings & Grounds Committee Meeting held on May 6, 2015 were distributed.

Minutes of the Finance Committee Meeting held on May 6, 2015 were distributed.

Student Representatives to the Board Report – Ms. Emily Bevans and Mr. Gavin Kemery distributed their written student representative report and verbally reported on its contents. Mrs. Green commented that she had the opportunity to stop by the Senior Farewell and she congratulated the students and staff for the great job they did and was very happy to hear that it was free for the students to attend.

Solicitor's Report – Attorney Keith Strohl reported that he received a phone call today from the PSBA solicitor making districts aware of a Right to Know request that is essentially an invoicing scam.

**SPECIAL
BOARD
REPORTS
(cont.)**

Federal and Other Programs Update – Mrs. Karen A. Nicholas reported that the Keystone exams will begin shortly. Mrs. Nicholas pointed out that the article in the Morning Call outlining the Keystone exams and the chart showing the scores for the local districts were last years' scores. Mr. Green noted that he did see the article and even though they were last years' scores, Northern Lehigh was ranked either in the top half or middle of the surrounding districts. Mrs. Nicholas thanked Mr. Green and stated that she feels very strongly that our Keystone scores will improve this year. Mrs. Nicholas mentioned that the PSSA scores will be reflecting the brand new Common Core curriculum.

Mr. Michaels stated that we will be receiving less in Title I funds for the 2015-2016 school year. Mrs. Nicholas explained that our poverty percentage district wide is approximately 49%. Mrs. Molitoris added that because districts are opting out of the free and reduced lunch program, the new formula being used for basic ed funding is based on the census. She encouraged the community to fill out the census paperwork.

Mrs. Nicholas announced that the English winter Keystone Exam results were very good. Mrs. Nicholas thanked Mrs. Denise Turoscy for motivating the students.

Mrs. Nicholas reported that a pilot study on Chrome books has been ongoing at Slatington Elementary School. Ms. Amanda Beer, fifth grade teacher, gave a demonstration on the chrome books at the Education/Policy Committee meeting and the students are very excited about using this new technology.

Business Manager's Report – Mrs. Frantz announced that Thursday is Statewide Call to Action for Public Education. The public is encouraged to contact their legislators and demand fair funding for public schools. Mrs. Frantz added that Pennsylvania is one of three states nationwide that do not have a funding formula.

Mrs. Molitoris announced that the homestead/farmstead file has been received and there is a small increase from last year.

Mrs. Molitoris reported that the Finance Committee Chairperson, Mrs. Donna Kulp, will be leading discussion later in the agenda on the budget.

Superintendent's Report

Mr. Michaels announced that National Teacher Appreciation week was May 4-8 and he thanked the teachers for the wonderful job they do with our students.

Mr. Michaels announced that Baccalaureate is June 11, 2015 at 7:00 p.m. and graduation is scheduled for June 12, 2015 at 7:00 p.m. in the stadium, weather permitting.

Mr. Michaels reported that Mr. Paul Leonzi was the recipient of a \$300 Educational support grant from the Pennsylvania Association of School Retired Teachers, Lehigh County Chapter. The money will be used to support the School Wide Positive Behavior Support program.

Mr. Michaels announced that on the agenda this evening is the retirement of three valuable employees: Mr. Barry Edwards has done an excellent job in the Maintenance Department, Mrs. Mary Smith is the Guidance Counselor at the Middle School and has also worked in that capacity at the High School, and Mrs. Denise Turoscy is an English teacher in the High School. He added that he knows all three of them very well and they will be sorely missed by the Northern Lehigh staff, students and board, and he wished them well in their retirement.

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

PERSONNEL

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

Appointment	Sidney Snyder	
Administrative	Assignment:	School Psychologist
Psychologist	Salary:	\$54,350.00 190 Days & additional days at per diem will be budgeted for summer work
	Effective:	July 1, 2015

PERSONNEL**(cont.)**

Retirement B. Edwards	Accept the retirement resignation of Barry Edwards from his position as District Wide Maintenance worker effective August 19, 2015. Mr. Edwards will retire in August, 2015 after 11 years of service.		
Retirement M. Smith	With regret, accept the retirement resignation of Mary Smith from her position as Middle School Guidance Counselor effective August 21, 2015. At this time she will begin her retirement from the Northern Lehigh School District after 12 years of service.		
Retirement D. Turoscy	With regret, accept the retirement resignation of Denise Turoscy from her position as High School English Teacher effective the end of the work day, June 15, 2015. At this time she will begin her retirement from the Northern Lehigh School District after 34 years of service.		
Family Medical Leave	Approve the request of employee #6666 to take a Family Medical Leave beginning on August 24, 2015, for the birth of her second child. Employee will be using four (4) personal days and accumulated sick days (if applicable), and upon exhaustion of sick days and personal days, she is requesting a twelve week family medical leave. Employee plans to return to her current teaching position on November 23, 2015.		
Co-Curricular Appointments 2015-2016	Motion to approve the following Co-Curricular appointment for the 2015-2016 school year:		
	Jason Ruch*	Head Varsity Boys' Soccer Coach	\$5,224.00
	*Pending Verification of Missing Personnel File Items		
Co-Curricular Appointments 2015-2016	Motion to renew the appointment of the following Co-Curricular positions for the 2015-2016 school year:		
	Sarah Arndt	MS Girls' Basketball Coach	\$4,604.00
	David Carroll	Senior High Band Advisor	\$4,951.00
	David Carroll	MS Band Director	\$ 724.00
	Elizabeth Case	MS Student Council Advisor (Shared \$1,307.00)	\$ 653.50
	Theresa Cinicola	Senior Class Advisor	\$ 664.00
	Julie Everett	Senior Class Advisor	\$ 664.00
	Kelly Follweiler	Junior Class Advisor	\$ 664.00
	Todd Herzog	Sr. High Fall Intramural – Weightlifting	\$ 846.00
	Brandon Hibbler	Assistant Girls' Basketball Coach	\$4,697.00
	Stephen Hluschak	Sr. High Winter Intramurals – Weightlifting	\$ 846.00
	Stephen Hluschak, Jr.	Head Wrestling Coach	\$7,227.00
	Patricia Jones	Junior Class Advisor	\$ 664.00
	Michael Lehtonen	Sophomore Class Advisor	\$ 664.00
	Brett Martinez	Assistant Wrestling Coach	\$4,697.00
	Jeffrey Miller	Head Boys' Basketball Coach	\$7,227.00
	Trevor Miller	Assistant Boys' Basketball Coach	\$4,697.00
	Gina Orr	MS Student Council Advisor (Shared \$1,307.00)	\$ 653.50
	Michelle Raber	MS Fall Intramural Net Sports	\$ 846.00
	Michelle Raber	MS Spring Intramural Net Sports	\$ 846.00
	Michelle Raber	MS Winter Intramural CPR	\$ 846.00
	Rachel Reiter	MS Chorus Advisor	\$ 724.00
	Rachel Reiter	Senior High Chorus Advisor	\$1,811.00
	Richard Roberts	Assistant Boys' Basketball Coach (JH)	\$4,697.00
	Scott Snyder	Assistant Wrestling Coach	\$4,697.00
	Anthony Thomas	Head Girls' Basketball Coach	\$7,227.00
	Amy Zeiser	Sophomore Class Advisor	\$ 664.00
	YEA:	Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)	
	NAY:	None (0)	

POLICY

Mr. Distler made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approves the following policy item:

Board Policy #218.3 – Pupils – Student Restraint, as presented after second reading.

Second Reading

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

CONFERENCE

Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approves the following conference:

Susan Bahnick – PA School Nutrition Programs Conference, August 2-5, 2015 – The Gettysburg Eisenhower Hotel – Gettysburg, PA – Lodging - \$362.97, Meals - \$120.00, Travel - \$150.65. Total Approximate Cost: \$633.62 – Funding: Food Services Budget.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

CURRICULUM AND INSTRUCTION

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

CLIU #21
Notice of Adoption of Policies, Procedures & Use of Funds

Approve to adopt the Carbon Lehigh Intermediate Unit's Notice of Adoption of Policies, Procedures and Use of Funds by School District for submission with the 2015-2016 IDEA B, Section 611 project application, as presented.

MOU
YMHFA
2015-2018

Approve to adopt the Memorandum of Understanding between Northern Lehigh School District and Lehigh County Department of Human Services in collaboration with the Carbon Lehigh Intermediate Unit #21, for the purpose of taking a public health approach to the promotion and implementation of Youth Mental Health First Aid through the training of staff members to be certified instructors. These instructors will provide the training to school district employees, parents, and members of the community. This memorandum of understanding will be in effect for three school years effective July 1, 2015 through June 30, 2018.

YMHFA
Conference
Stipend

Approve Sidney Snyder to receive a stipend in the amount of \$284.47 per day to attend the five day Mental Health First Aid Instructor training June 8-12, 2015.

ESY Program
2015

Approve to conduct an Extended School Year Program for special education students in our district. Approve to employ teachers Elizabeth Vasquez and Everly Kesack, at a rate of \$29.00 per hour, four hours per day and instructional aide Stephanie Stillwell at a rate of \$13.55 per hour, for three hours per day, from July 20 – July 31, 2015 Approve to employ teacher Susan Beil at a rate of \$29.00 per hour, four hours per day and Personal Care Assistant, Tara Hengst, at a rate of \$13.67 per hour, for three hours per day, from August 3 – 13, 2015. Approve to employ Tracy Hoffman at a rate of \$29.00 per hour, three hours per day, from July 20-July 27, 2015 and August 3-13 and Dawn Tulio at a rate of \$20.31 per hour, from July 28-July 31, 2015.

Dual Enrollment
Agreement
2015-2016

Approve administration to enter into a partnership agreement with Lehigh Carbon Community College in order to provide our students with greater options to earn concurrent high school/college credit. The term of the Dual Enrollment Partnership Proposal between Northern Lehigh School District and Lehigh Carbon Community College will be from August 19, 2015 – June 30, 2016.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

NEW BUSINESS

Mr. Mathias Green asked that he be allowed to bring up a new business item at the end of the meeting because it had budget implications. Mr. Hartman allowed his request.

FINANCIAL

Mr. Hartman asked that Item J be voted on separately. Mrs. Kulp made a motion, which was seconded by Mr. Follweiler, that the Board of Education approves the following financial items:

Financial Reports

General Fund Account month of April
NLHS Student Activities and Scholarship Account months of March and April
NLMS Student Activities Account months of March and April

List of Bills

Approve the Following List of Bills:
General Fund months of April and May
Refreshment Stand month of April
Cafeteria Fund month of April
Capital Projects month of April

Sports Physicals Co-payment

Approve the co-payment amount for student athletes receiving a sports physical from OAA during the 2015-2016 school year at a cost of \$10.00 per student in accordance with school board policy #122.

Fuel Bid 2015-2016

Approve the awarding of fuel bids to the following companies with a contract period of July 1, 2015 to June 30, 2016:

UNLEADED GASOLINE TANK WAGON DELIVERY – Awarded to Talley Petroleum Enterprises, Inc. at

- o a fixed price of \$2.2888 per gallon (item #16 on bid summary)

#2 GRADE FUEL OIL TANK TRANSPORT DELIVERY – Awarded to Talley Petroleum Enterprises, Inc. at

- o a fixed price of \$2.0383 per gallon (item #3 on bid summary)

BIO DIESEL FUEL TANK WAGON DELIVERY – Awarded to Talley Petroleum Enterprises, Inc. at

- o a fixed price of \$2.4333 per gallon (item #8 and 18 on bid summary)

Supplemental Salary Schedule

Approve the Supplemental Personnel Salary Schedule for the 2015-2016 school year as presented.

Summer Band Camp

Approve a tuition fee of \$30.00 per student for a six-week elementary summer band program and also approve a stipend for summer band program director, Steven Jonkman. Mr. Jonkman's stipend will be equal to the amount collected for student participation but will not exceed \$1,000.00. The summer band program will run Monday, August 10, 2015 until Friday, August 14, 2015.

Award Cooling Tower & Boilers Bid at Peters Elliott Lewis

Award the bid to replace the cooling tower and boilers at Peters Elementary to Elliott-Lewis Corporation at a cost of \$218,790.00 to be paid from the long range maintenance fund balance as budgeted in the 2015-2016 general fund budget.

CLIU Technology Pool Agreement

Allow administration to sign the CLIU Technology Pool Consortium Agreement for the 2015-2016 school year.

Level 3 Agreement 2015-2018

Approve a three-year contract for local and long distance telephone service with Level 3 Communications via two Primary Rate Interfaces at a monthly recurring cost of \$1,048.18 per month plus regulatory fees and actual monthly usage charges.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

FINANCIAL
(cont.)

Treasurer Nominations Mr. Fedorcha nominated Mrs. Donna Kulp for Treasurer which was seconded by Mrs. Green. Mr. Green made a motion, which was seconded by Mr. Williams, to close the nominations.

Vote on Closing Nominations YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
NAY: None (0)

Election Of Board Treasurer Donna Kulp Election of a Treasurer for the 2015-2016 fiscal year, as required by Section 404 of the Pennsylvania School Code of 1949, as amended.
RECOMMEND That the Board of Education elects Mrs. Donna M. Kulp as Treasurer for the 2015-2016 Fiscal year, effective July 1, 2015 through June 30, 2016.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
NAY: None (0)

LEGAL

Mr. Fedorcha made a motion, which was seconded by Mr. Follweiler, that the Board of Education approve the following legal items:

Sweet, Stevens, Williams & Katz, LLP Approve to appoint Sweet, Stevens, Williams & Katz, LLP as special counsel for the 2015-2016 school year. The hourly rate for non-routine matters will be \$195.00 per hour. The rate for routine or general advice will be \$150.00 per hour. The hourly rate for legal assistants for routine and non-routine matters will be \$125.00 per hour. This reflects a \$10.00 per hour increase over the previous year's fees.

Sweet, Stevens, Williams & Katz, LLP Approve to appoint Sweet, Stevens, Williams & Katz, LLP as special counsel for the 2015-2016 school year for special education consultations and student services as outlined in the attached agreement. The cost of these services will be \$6,300 for the 2015-2016 school year and is a part of the Special Education budget. There is no increase over last year's rates.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
NAY: None (0)

**CORRE-
SPON-
DENCE**

Mr. Williams asked the board members to complete the CLIU Board of Directors ballot that is at their seats and return it this evening.

**INFOR-
MATION**

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on March 16, 2015 were distributed.

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on March 12, 2015 were distributed.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on March 25, 2015 were distributed.

**BUDGET
DISCUSSION**

Mrs. Donna Kulp stated that at the last few Finance Committee meetings, it was learned that we can expect flat funding from the state for next year and anticipated expenditures and revenues for next year were also discussed. Board members have received different tax increase scenarios and she asked the board for direction because a decision has to be made this evening. Mrs. Kulp recommended a 2.5% tax increase.

Mr. Williams stated that administration feels the lowest we can operate on responsibly is a 2.25% increase. He thanked Mr. Michaels, Mrs. Molitoris, and Mrs. Frantz for conservatively budgeting so that we are in a position to add to the fund balance this year instead of using it to balance the budget. He added that since we have done such a great job, we do not have to go to the maximum increase out of fear. Mr. Williams recommended that taxes be increased 2.25%.

**BUDGET
DISCUSSION
(cont.)**

Mr. Fedorcha reported that having been a board member for years, he believes the district needs to have a cushion to fall back on in the event of a major crisis or unknown expenses.

Mrs. Natalie Green stated that while she appreciates what Mr. Fedorcha and Mrs. Kulp are saying, she agrees with Mr. Williams that if we can balance the budget with a 2.25% increase, it is her responsibility as a board member, to only increase taxes the minimum amount since we did not use fund balance for the last two years.

Mr. Mathias Green questioned whether we would be receiving all of the state and federal revenues. Mrs. Molitoris responded that a big portion of state funds is expected in June and the federal money is distributed quarterly and after the final reports are filed. Mr. Green questioned what was included in miscellaneous revenue. Mrs. Molitoris reported that some examples include: scrap metal recycling, restitution paid from Lehigh County, and a buyback of computers. Mr. Green questioned the year to date expenses and that they do not include a carryover for summer payroll which is approximately \$2 million. Mrs. Frantz agreed. Mr. Green stated that after reviewing the budget, the revenues received and anticipated, and the expenses, we are looking at a \$1 million difference. Mrs. Molitoris reported that we received \$400,000 in Plan Con money that was not budgeted and \$150,000 more in the Ready to Learn grant that was not budgeted. Mr. Green reported that he does not believe the district needs to raise taxes to the maximum and compared to our surrounding districts, we are in good shape.

Mr. Keegan stated that school district budget shortfalls have been climbing every year across the state. Increasing healthcare costs, pension costs, along with flat funding in basic and special education subsidies and the elimination of charter school subsidies are critical to our district. Special education costs can be projected but they are not actualized. These costs are placed on the taxpayers because the amount reimbursed by the state does not cover all of the costs. Mr. Keegan proposed that we look at our index and see it as the chip given to us by the state. They also give us a chip for exceptions such as special education costs. We should be taking advantage of those chips because when you don't and those costs do materialize, you cannot recoup that money. Retirement costs projected in the coming years are as high as 32-33%. Over time, if we do not raise taxes by using the chips we are allowed, the revenue is forever lost. It is the responsibility of the board to have vision and financially plan for the future. He stated that while he is not an advocate for higher taxes, he is an advocate for quality education and preparing our students for global economy and competitiveness. He stated that state and local legislators should be looking at the tax laws as well. While he said he would vote for a 2.25% increase, he feels that as good stewards we should strive to give our students and teachers the best.

Mr. Hartman praised Mr. Michaels, Mrs. Molitoris and Mrs. Frantz for doing a great job putting together a budget despite so many unknowns and before the state has completed their budget. Mr. Hartman agreed that it is time the politicians make some changes.

Mr. Fedorcha questioned how much fund balance will be used with a 2.25% tax increase. Mrs. Molitoris stated that a 2.25% increase requires using \$993,299.00 of fund balance.

**ADOPTION
OF
PROPOSED
FINAL
BUDGET
FOR
2015-2016**

Mrs. Kulp made a motion, which was seconded by Mr. Williams, that the Board of Education approves the proposed final budget with a 2.25% tax increase and:

It is recommended that the Board of Education adopts the proposed general fund final budget of the Northern Lehigh School District for the 2015-2016 school year in the amount of \$30,828,379.00.

The preliminary budget is adopted with a 21.1475 millage rate for Lehigh County and a 59.1363 millage rate for Northampton County.

Roll call.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

Motion carried.

**LEGAL
NOTICE PER
TAX
2015-2016**

Mr. Distler made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approve the following legal notice for per capita taxes for 2015-2016:

Authorize the Secretary to publish a Legal Advertisement notifying every resident or inhabitant within the territorial limits of the school district of Northern Lehigh attaining eighteen (18) years of age, and every resident or inhabitant in said school district to notify the proper Per Capita Tax Enumerator within twelve (12) months of his or her becoming a resident or inhabitant, in accordance with the School Laws of Pennsylvania, Section 680, as amended June 16, 1972, Act 138. The assessors to contact are as follows:

BOROUGH OF WALNUTPORT

Annette Lacko – Borough Secretary
Walnutport Borough Building
417 Lincoln Ave. Walnutport, PA 18088
610-767-1322

WASHINGTON TOWNSHIP

Joann Ahner – Township Secretary
Washington Township Municipal Building
PO Box 27, Slatedale, PA 18079
610-767-8108

BOROUGH OF SLATINGTON

Karen Gill – Assistant Secretary
125 South Walnut Street
Slatington, PA 18080
610-767-2131

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

**RECOGNITION OF
GUESTS**

Mrs. Tammy Filchner, Slatington, stated that she heard graduation would not be held outside because of the turf field and if that is true, why? Mr. Michaels stated that neither he nor the board is in any way opposed to having graduation outside. The principal generally makes that decision, but Mr. Vlasaty knows if the weather is nice, it will be held outdoors. Mrs. Filchner stated that the rumor was that it would not be held outside because the chairs damage the field. Mr. Michaels stated that Mr. Greg Derr, Director of Buildings and Grounds, gets both facilities ready. There are stages at both facilities, but the decision is weather driven.

Mr. Michaels introduced Mr. Sidney Snyder, as the new School Psychologist.

Raise
Proposal
Discussion

Mr. Mathias Green stated that our administrative team does a great job with our students. Mr. Green added that over the years he has seen former administrators move on to successful careers in other school districts and he would like to make a motion that anyone who has been in the Act 93 staff for the past year, who has a satisfactory rating and has met their objectives, receive a one-time ½ percent bonus that would be paid from the 2014-2015 budget. Further, that assuming they are still rated satisfactory, be given a ½ percent addition to their salary effective January 1, 2016. Following the same criteria, the Assistant Superintendent would receive ¾ percent; and the Superintendent would receive one percent.

Mr. Keegan stated that he was not comfortable with taking action at this time and he would like to see it brought up at Finance Committee meeting.

Mr. Fedorcha added that as Chairman of the Act 93 negotiating committee, he was given parameters to negotiate a contract. He stated that he believes the administration does warrant a raise; however, if we are going to give out raises, it should be across the board to everybody.

Mr. Green rebutted that he has brought up the fact that the administration is underpaid and he was trying to bring it to a head so as not to continue with the status quo.

Mr. Hartman agreed that everybody is underpaid; however, the budget that just passed included a tax increase for the community. Mr. Hartman stated that he believes this issue should be discussed in the Finance Committee meeting.

**ADJOURN-
MENT**

Mr. Williams made a motion, which was seconded by Mrs. Green, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:40 p.m.

YEA: Mr. Distler, Mr. Fedorcha, Mr. Follweiler, Mr. Green, Mrs. Green, Mr. Keegan, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

Respectfully submitted,

Gregory S. Williams
Secretary

ATTEST: _____ President
Edward E. Hartman