

NORTHERN LEHIGH SCHOOL DISTRICT
Regular School Board Meeting
Monday, November 9, 2015
Northern Lehigh Administration Building
Board Room
7:30 P.M.



- I. A. By notice of the President, Board Members are advised that all financial matters shall be regarded as roll call votes. The minutes should also note that Public Notice was given for this meeting in accordance with Act 84 of 1986.
- B. School Board Meeting shall proceed in accordance with School Board Policy.
- C. Pledge of Allegiance.
- D. Roll Call.
- E. Public Comment -- Restricted to Agenda Items.

II. REVIEW AND APPROVAL OF THE MINUTES OF THE PRECEDING MEETINGS

- A. Regular School Board Meeting held on October 12, 2015.

III. SPECIAL BOARD REPORTS

- A. Carbon Lehigh Intermediate Unit Mr. Edward Hartman
- B. Lehigh Career and Technical Institute Mr. Gary S. Fedorcha
- C. Legislative Report Mr. Gregory S. Williams
- D. Lehigh Carbon Community College Mr. Mathias J. Green, Jr.
- E. Committee Reports and/or Meetings
 - Minutes of the Education/Policy Committee Meeting held on November 2, 2015 (**Attachment #1**)
- F. Student Representatives to the Board Report..... Mr. Gavin Kemery
Ms. Karlyna Kemery
- G. Solicitor's Report Attorney Charles Stopp
- H. Business Manager's Report Mrs. Rhonda Frantz
Mrs. Sherri Molitoris
- I. Federal and Other Programs Update Mrs. Karen A. Nicholas
 - Barnes & Noble Event - November 10, 2015
 - School Performance Profile Score
 - Bulldog Block
- J. Superintendent's Report Mr. Michael W. Michaels
 - Student Council Yearly Board Presentation
 - American Education Week – November 16-20, 2015
 - Donation of Book Bags to Elementary Schools
 - **Announcement:** Holiday Dinner – Monday, December 7, 2015 at 6:00PM in Middle School Annex

- **Reminder:** December 7, 2015 School Board Reorganization Meeting at 7:15PM – Regular School Board Meeting at 7:30PM – No December Committee meetings
- Presentation of PSBA Certificate of Appreciation for School Board Service
 - Edward Hartman – 8 Years of Service
 - Raymond Follweiler – 12 Years of Service

K. An executive session will be held at 7:15 p.m. in the Administration Office Conference Room.

IV. PERSONNEL

A. Appointment - Instructional

1. Approve the following individuals as District Wide permanent substitute teachers for the 2015-2016 school year. They will be paid a daily per diem rate of \$120 and will receive district health benefits according to the Affordable Care Act regulations with co-payment amounts equivalent to that of district personnel.

Sarah Fink
 Michelle McCormick
 Stephen Reimert
 Jo Leigh Sponsler*

*** Pending Verification of Missing Personnel File Items**

2. Non-Instructional

Robert Reese*

Assignment: Second Shift Custodian Slatington Elementary School replacing Beverly Rupert who retired.

Salary: \$9.00 Per Hour, 2:30 -11:00 p.m., 5 Days/Week

Effective: December 1, 2015

*** Pending Verification of Missing Personnel File Items**

***60 Day probationary period ending January 29, 2016**

B. Resignation/Retirement

Accept the retirement resignation of Theresa Lobach from her position as Special Education Teacher at Slatington Elementary School effective the end of the work day, December 14, 2015. At this time she will begin her retirement from the Northern Lehigh School District after 30 years of service.

C. Co-Curricular Resignation

Accept the resignation of Maria Van Norman from her position as Cheerleader Advisor effective at the end of the 2015-2016 football season. Stipend to be paid will be \$1,064.67.

D. Co-Curricular Appointment 2015-2016

Megan Filchner*	Cheerleader Advisor - Shared Stipend	\$1,064.67
Tanya Ahner*	Cheerleader Advisor - Shared Stipend	\$1,064.67
Henry Ojeda	Middle School Co-ed Soccer Coach	\$2,730.00

***Pending Verification of Missing Personnel File Items**

E. Game Workers 2015-2016

Motion to appoint the following person as a Game Worker for the 2015-2016 school year. Game Workers consist of ticket sellers and takers, game announcers, scoreboard operators, timers, field judges, scorekeepers. Rate of pay is consistent with the rates approved on the 2015-2016 Supplementary Personnel Salary Schedule.

David Pristash*

*Pending Verification of Missing Personnel File Items

F. Substitute

1. Instructional

Approve the following substitute teachers for the 2015-2016 school year at the 2015-2016 substitute teacher rates as approved at the October 12, 2015 board meeting.

Jacqueline Gawronski* – Elementary K-6; School Counselor
 Lee Ann De Angelis – CLIU Guest Teacher
 Stephanie Funk – CLIU Guest Teacher
 Vicki Kistler – CLIU Guest Teacher
 Preston Kucsan – CLIU Guest Teacher
 Shaun Midas – CLIU Guest Teacher
 Ashley Smith – CLIU Guest Teacher
 Denise VanSickle – CLIU Guest Teacher

2. Non-Instructional

a. Approve the following individuals as substitute secretaries or instructional aides for the 2015-2016 school year at the 2015-2016 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Davina Blose*	Jessica Jones*
Crystal Buck*	Amanda Trelease*
Kristin Garrison*	Janice Williams*

*Pending Verification of Missing Personnel File Items

b. Approve the following individuals as substitute cafeteria workers for the 2015-2016 school year at the 2015-2016 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Davina Blose*	Jessica Jones*
Crystal Buck*	Amanda Trelease*
Sabrina Clouse*	Janice Williams*
Kristin Garrison*	

*Pending Verification of Missing Personnel File Items

c. Approve the following individuals as substitute custodians for the 2015-2016 school year at the 2015-2016 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Eric Miedzwiecki*	Frank Stoss*
Robert Reese*	Janice Williams*

*Pending Verification of Missing Personnel File Items

G. Unpaid Volunteers

Approve the following unpaid volunteer aide in the Peters and Slatington Elementary Schools for the 2015-2016 school year:

Sheila White*

* Pending Verification of Missing Personnel File Items

V. CONFERENCES

VI. POLICY

A. Board Policy First Reading

1. Approve school board policy #304 – Merged Employee Section – Employment of District Staff, as presented after first reading. **(Attachment #2)**
2. Approve school board policy #317 – Merged Employee Section – Disciplinary Procedures, as presented after first reading. **(Attachment #3)**
3. Approve school board policy #324 – Merged Employee Section – Personnel Files, as presented after first reading. **(Attachment #4)**
4. Approve school board policy #331 – Merged Employee Section – Job Related Expenses, as presented after first reading. **(Attachment #5)**
5. Approve school board policy #332 – Merged Employee Section – Working Periods, as presented after first reading. **(Attachment #6)**
6. Approve school board policy #333 – Merged Employee Section – Professional Development, as presented after first reading. **(Attachment #7)**
7. Approve school board policy #336 – Merged Employee Section – Personal Necessity Leave, as presented after first reading. **(Attachment #8)**
8. Approve school board policy #337 – Merged Employee Section – Vacation, as presented after first reading. **(Attachment #9)**
9. Approve school board policy #338 – Merged Employee Section – Sabbatical Leave, as presented after first reading. **(Attachment #10)**
10. Approve school board policy #341 – Merged Employee Section – Benefits for Part-Time Employees, as presented after first reading. **(Attachment #11)**
11. Approve school board policy #346 – Merged Employee Section – Workers' Compensation, as presented after first reading. **(Attachment #12)**

B. Board Policy Second Reading

1. Approve school board policy #137 – Programs – Home Education Programs, as presented after second reading. **(Attachment #13)**
2. Approve school board policy #138 – Programs – English as a Second Language/Bilingual Education Programs, as presented after second reading. **(Attachment #14)**
3. Approve school board policy #304.1 – Merged Employee Section – Conflict of Interest, as presented after second reading. **(Attachment #15)**
4. Approve school board policy #311 – Merged Employee Section – Suspensions and Furloughs, as presented after second reading. **(Attachment #16)**

5. Approve school board policy #318 – Merged Employee Section – Penalties for Tardiness, as presented after second reading. **(Attachment #17)**
6. Approve school board policy #319 – Merged Employee Section – Outside Activities, as presented after second reading. **(Attachment #18)**
7. Approve school board policy #320 – Merged Employee Section – Freedom of Speech In Non-school Settings, as presented after second reading. **(Attachment #19)**
8. Approve school board policy #321 – Merged Employee Section – Political Activities, as presented after second reading. **(Attachment #20)**
9. Approve school board policy #322 – Merged Employee Section – Gifts, as presented after second reading. **(Attachment #21)**
10. Approve school board policy #323 – Merged Employee Section – Tobacco Use, as presented after second reading. **(Attachment #22)**
11. Approve school board policy #325 – Merged Employee Section – Dress and Grooming, as Presented after second reading. **(Attachment #23)**
12. Approve school board policy #326 – Merged Employee Section – Complaint Process, as presented after second reading. **(Attachment #24)**
13. Approve school board policy #328 – Merged Employee Section – Compensation Plans/Salary Schedules, as presented after second reading. **(Attachment #25)**
14. Approve school board policy #334 – Merged Employee Section – Sick Leave, as presented after second reading. **(Attachment #26)**
15. Approve school board policy #335 – Merged Employee Section – Family and Medical Leaves, as presented after second reading. **(Attachment #27)**
16. Approve school board policy #338.1 – Merged Employee Section – Compensated Professional Leaves, as presented after second reading. **(Attachment #28)**
17. Approve school board policy #339 – Merged Employee Section – Uncompensated Leave, as presented after second reading. **(Attachment #29)**
18. Approve school board policy #342 – Merged Employee Section – Jury Duty, as presented after second reading. **(Attachment #30)**
19. Approve school board policy #343 – Merged Employee Section – Paid Holidays, as presented after second reading. **(Attachment #31)**
20. Approve school board policy #349 – Merged Employee Section – Early Retirement Incentive (ERI), as presented after second reading. **(Attachment #32)**
21. Approve school board policy #918 – Community – Title I Parent Involvement, as presented after second reading. **(Attachment #33)**

VII. CURRICULUM AND INSTRUCTION**VIII. OLD BUSINESS****IX. NEW BUSINESS**

A. Early Retirement Incentive Plan for 2015-2016

Approve to adopt an Early Retirement Incentive Plan, for all eligible professional employees, on a voluntary basis, for the 2015-2016 school year.

X. FINANCIAL

A. Approve the Following Financial Reports:

1. General Fund months of July, August, September and October, 2015
2. NLMS Student Activities Account months of July, August & September, 2015
3. NLHS Student Activities and Scholarship Account months of July, August & September, 2015

B. Following List of Bills:

1. General Fund months of October & November, 2015
2. Cafeteria Fund month of November, 2015
3. Capital Projects month of October, 2015
4. Refreshment Stand month of October, 2015

C. Approve the 2015-2016 Northern Lehigh District Salary Schedule as presented.
(Distributed to Board and Administration only)

D. Approve the resolution directing Northampton County Tax Claim Bureau not to collect delinquent taxes on behalf of Northern Lehigh School District as presented. (Attachment #34)

E. Approve the resolution directing Lehigh County Tax Claim Bureau not to collect delinquent taxes on behalf of Northern Lehigh School District as presented. (Attachment #35)

F. Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented. (Attachment #36)

G. Approve the motion to exonerate that property known as 110 Main Street, located in the Borough of Walnutport, and owned by the Diamond Fire Company, from all school real estate taxes for Tax Years 2014 and 2015.

XI. LEGALXII. CORRESPONDENCEXIII. INFORMATION

A. Minutes of the Carbon Lehigh Intermediate Unit #21 Board of Directors meeting held on September 21, 2015.

B. Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on September 30, 2015.

XIV. RECOGNITION OF GUESTSXV. ADJOURNMENT