

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
November 9, 2020

PURPOSE The regular meeting of the Northern Lehigh Board of School Directors was called to order virtually, via Google Meet, by the President, Mr. Gary S. Fedorcha, at 7:05 p.m. on Monday, November 9, 2020.

ROLL CALL Members present: Mr. Robin T. Distler, Mr. Mathias J. Green, Jr., Mrs. Michelle M. Heckman, Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., Mr. Robert L. Kern, Jr., Mrs. Donna M. Kulp, and Mr. Gary S. Fedorcha (8)

Members absent: Mrs. Michele L. Martineau (1)

Non-members present: Mr. Matthew Link, Dr. Tania Stoker, Mrs. Jill Chamberlain, Mr. Greg Derr, Ms. Karen Devine, Mrs. Rhonda Frantz, Mr. Bryan Geist, Mr. David Hauser, Ms. Paige Craddock, Mr. Eric Hill, Mrs. Sherri Molitoris, Mr. Scott Pyne, Mr. James Schnyderite, Atty. Keith Strohl, Mr. Robert Vlasaty, Mr. Aidan Williams

VISITORS Approximately two hundred and sixty-seven visitors viewed the meeting.

APPROVE MINUTES Mrs. Kulp made a motion, which was seconded by Mr. Keegan, that the minutes of the school board meeting held on October 12, 2020, be approved and ordered filed.

Roll Call.

YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mr. Fedorcha (8)

NAY: None (0)

ABS: Mrs. Martineau (1)

Motion carried.

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Carbon Lehigh Intermediate Unit - Mrs. Husack reported that the meeting held last month was still virtual and meetings for the rest of the year will be Zoom meetings. Next meeting is Monday, November 16. The link is on their website. CLIU is still open and going through different scenarios everyday and still servicing the students the best they can through the pandemic, thanks to the teachers, students, and parents.

Lehigh Career and Technical Institute - Mr. Fedorcha reported that LCTI did have a meeting but will not have a meeting in November. The reorganization meeting will be held the second week in December. LCTI faced a Covid shutdown for a week but are back full again. Hopefully, they'll stay that way depending on the numbers and the Department of Health, just like other school districts. One thing changing is the open house will be done virtually through Zoom. If interested, please look on the LCTI website. Also in the process right now that as of 2021, it will be the 50th year of LCTI.

Legislative Report - Mrs. Heckman reported that state lawmakers returned to Harrisburg on Tuesday which is rare but they are still trying to complete the 2020-2021 state budget. They did fund education through June 30th but they need to fund everything else past November 30th at this point. There is a lot of legislation being passed, amended, etc., this week and next week. This week, they passed a bill, which will cross the Governor's desk, House Bill 703, which will require school districts to publish on their websites the email address for each school board director. We've done this for a long time so we won't have a problem being compliant with that. They also sent to the Governor's desk legislation that protects student victims of sexual assault, Senate Bill 530. It requires schools to remove any student convicted or adjudicated for delinquent sexual assault against another student in the same school. Obviously our lives have been taken over talking about, planning about Corona, that sometimes we forget to keep up with some of the other major issues facing public education. This week, the Pennsylvania School Board Association announced that boards from over 300 school districts have adopted resolutions calling for charter school reform; we are one of those boards. PSBA also reported that between 2018 and 2019, Pennsylvania school districts spent over two billion dollars in taxpayer money on mandatory payments to brick and mortar and cyber/charter schools. So, we can't forget how important the fight for charter school reform continues to be, specifically for our district and the tax revenue. Reminded everyone that the guidelines for safe gathering in Pennsylvania have not changed since the Governor's update on October

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9th. This means that safe gathering sizes for indoor and outdoor events are based on a percentage of total occupancy, not a static number. This does encompass all school events, affect fall sporting contests and it will certainly affect winter sports plans as they come to fruition. We're planning to see a u-turn in Federal K-12 policy including Coronavirus as President-Elect Biden starts to form his new administration. He stated that while the Trump administration left much of the planning around Coronavirus precedent to the states, he would like to see a stronger, centralized federal response to the pandemic.

Lehigh Carbon Community College - Mr. Green reported that he was unable to attend the meeting. However, LCCC has been working diligently on the budget and with the cuts and changes that have been made, and a higher student enrollment than anticipated, it appears at this point that the overall districts' contribution will remain the same. That doesn't mean each school's contribution will remain the same because it's based on a per capita basis but the total pool dollars for all the districts should remain the same this year. I think there's a budget briefing coming up with the superintendents and perhaps the business managers shortly.

Committee Reports and/or Meetings

Minutes of the Education/Policy Committee Meeting held on November 2, 2020, were distributed.

Minutes of the Community Relations Committee Meeting held on November 2, 2020, were distributed.

Minutes of the Technology/Buildings and Grounds Committee Meeting held on November 4, 2020, were distributed.

Minutes of the Finance Committee Meeting held on November 4, 2020, were distributed.

PSBA Presentation - Ms. Karen Devine, Director of Members Services at PSBA, spoke to the board. She appreciated being included in hearing the updates. The legislative update was excellent and thanked the board for adopting the charter school resolution. She stated that PSBA does have a few complimentary workshops coming up: December 3 - Equity Workshop from 6-8 p.m., two Roles and Responsibilities Workshops--December 1 and 8 from 6-8 p.m. for any newer board members. Visit PSBA's Success Starts Here section of the website. There are demographics on every school district. The required school director training is due in December.

The primary purpose for being here tonight is to honor a long-serving board member and it's called the Honor Roll of School Board Service. The legacy of school board service is firmly embedded in the history of our nation and its commitment to public education. Pennsylvania clearly established the concept of schooling in its first constitution in 1776. Later, the Free School Act of 1834 marked the first permanent state interest in public education and the birth of the locally elected school board. PSBA is the oldest school boards association in the nation. This year PSBA is celebrating their 125th anniversary.

School directors today have a difficult job in a complex society, giving more and more of your personal time to this non-paid, volunteer, elected position and we've recognized the many challenges you face during this pandemic. Since 1983, PSBA began recognizing school directors at eight years of service and every four years thereafter. The honor roll is the association's way of saying thank you to those individuals who exemplify leadership, statesmanship, giving unselfishly of their time and talents for the future of their public schools, we want to thank you. Tonight, I'm recognizing your board president, Gary Fedorcha, for 24 years of school board service, that's amazing. She presented a certificate and a glass plaque virtually, and regretted that it couldn't be presented in person for the 24 years of school board service.

Mr. Fedorcha thanked Ms. Devine. He stated that board members do not get into this to be recognized for anything and certainly do not get paid. His commitment to education has always been there for our children, his children, his grandchildren but for everybody's children. Being an educator himself, made it even more so. The most important part to him is that he has a board that is fantastic. He looks at boards across the state and there are conflicts. We have a board who can disagree but constantly agree and we don't have conflicts among our board and it makes things really easy to remain on the

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board. To be on a board for 24 years is a commitment but it's been a joyous one because he's had boards to work with. He thanked PSBA and the board.

Student Representatives to the Board Report - Mr. Aidan Williams reported that the student council held their fall blood drive on October 16 and it was a very unconventional blood drive as it was set up in the gymnasium and the stadium. Two blood mobiles came into the stadium area, and given the circumstances, there was a very good turnout. Student council is possibly looking to hold, on top of our spring blood drive, also a winter blood drive this year. The week of October 26, Red Ribbon Week was held for drug awareness and we held two senior dress-up days this year so that both sets of seniors could partake. The first was held October 27 and the second October 30. A good amount of seniors participated. The Toys for Tots program has begun with three boxes located at the high school. American Education Week will begin next Monday in order to support those who are making a difference in public education.

Ms. Paige Craddock added that for the Toys for Tots, if the school ends up getting shut down, we are still accepting the unwrapped toys. Ms. Craddock reported that the fall play will be a night of mystery and murder. It features two, one act plays, Three Doors of Death and Not My Cup of Tea. The show is currently to be streamed on December 4 and 6 on YouTube. Ticket information will be on northernlehightheatre.com. For sports, boys' soccer completed their season with a record of 1 and 8, the girls' soccer team with a record of 6, 5 and 2, recently losing to Minersville 1-0 on October 31, which was the semi-finals for Districts. Field hockey finished the season with a record of 1 and 12 overall and 1 and 11 in leagues. Football currently has a record of 4 and 3 over all, 3 and 3 in leagues, and their next game is Saturday at home where they compete against Palmerton in the District 11 semifinals.

Mr. Green asked the time of the game. Mr. Geist responded that it will begin at 1:40 p.m. because it will be covered live by TV13.

Solicitor's Report - Attorney Strohl did not have a report for tonight. He congratulated Mr. Fedorcha on his award for years of service, volunteering and commitment to the board.

Assistant Superintendent - Dr. Tania Stoker reported that in September the Northern Lehigh Education Foundation applied for the Lehigh County Covid-19 Broadband Education and Workforce Development grant in support of the district. This week, Mrs. Nancy Dischant, Executive Director of the Workforce Board of the Lehigh Valley, contacted Dr. Stoker to announce that the grant was successful and it is being awarded. The amount requested was \$24,500, which will fully fund the contract with the Institute for Teaching and Learning or I4TL. They are providing our consulting services in the area of learning, model design and coaching services for the 20-21 school year. Personally thanked Mrs. Christine Stafford and the Northern Lehigh Education Foundation for supporting us through this grant.

Dr. Stoker projected the PowerPoint presentation regarding the Northern Lehigh School District's Annual Data. This is a report that the administration does every year to publicly discuss the Future Ready PA Index assessment results and the steps being taken towards continuous improvement in buildings and specialized departments. The 2019-2020 school year was not typical due to the Covid-19 pandemic and the mandated school closures that occurred in March and persisted through the remainder of the school year. For 2019-2020, Keystone exams, PSSA exams, PASA exams were not administered. Consequently, PVAAS or growth scores could not be calculated either. Career standards benchmarks, on average, each student must produce a minimum of two pieces of college and career work each school year. Although this indicator was not reported out publicly for 2019-2020, evidence collection is not being forgiven. We need to ensure the evidence for last year and this year has been collected. This is being monitored at the building levels by administration and our school counselors. Demographic information was presented as of October 1. During last school year, enrollment was 1,554 students with 161 students attending LCTI, 51 educated through Bulldog Academy, and 66 students attending a charter school outside of Northern Lehigh. 48.2% of the student body is economically disadvantaged, 0.8% are English Learners, 17.3% Special Education, 1.8% Gifted, 0.8% in Foster Care and 1.9% have a family member in the military. Mr. Schnyderite, Principal, presented data from Peters Elementary. Mr. Pyne, Principal, presented data from Slatington Elementary. Ms. Chamberlain, Principal, and Mr. Hauser, Assistant Principal, presented data for the middle school. Mr. Hauser, Assistant Principal, presented data for the high school. Dr. Stoker presented the economically disadvantaged data as it relates to free and reduced lunches and how it

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affects federal funding. Mrs. Dotta, Director of Special Education, presented the data for special education.

Mr. Hill presented questions from guests regarding the presentation. Madita Bender - I am interested in any data you might have from the middle of last to the beginning of this year for Dibels. Myself and other parents have seen significant regression. Mr. Schnyderite commented that the data was presented which showed the beginning and middle of last year. We did not have the end of last year. Last year from the beginning to the middle of the year, we saw what we typically see based on the historical data. Kindergarten is beginning about where they typically do. The biggest jump we typically see is at the end of the year in Kindergarten, first grade and second grade. Pauline Grady - It will be interesting to see the statistics next year and how the hybrid model will alter them. Madita Bender - Regardless of parent involvement level, it seems that many early elementary students have regressed with the lack of in-person schooling. How is this being addressed? Mr. Schnyderite commented that he wouldn't say they regressed, the data shows that they didn't grow where they typically would. Regression means we would have gone backwards. The focus now is how do we work with where we are now and moving ahead. Looking at additional supports for students and families in the home environment. Christine Raber - I'd love to see results from those with an IEP in this school district because my child is not doing well and I've voiced my concerns a few times already. Hybrid learning just isn't working for him. Dr. Stoker commented that if we are talking about a specific student, the parent should reach out to the teacher or Mrs. Dotta or the building principal. Heather Heiser - These numbers are very concerning. What are we going to do to fix this? Mr. Schnyderite addressed the concerns earlier. Pauline Grady - Concerning is an understatement. Are we still planning to have PSSA's for the kids? Dr. Stoker commented that last year we did not have Keystone exams, PASA exams and PSSA's because the Pennsylvania Department of Education applied to the federal government for a waiver. It's a federal requirement that we test at particular grade spans. Pennsylvania received a waiver to not test. This year the federal government said that there will be no waiver. We will be giving the tests unless something changes with the government. Ashley King - Math needs to be in person not in videos. My son had his lowest average ever this year by 8 percentage points which is very disheartening for him. Mr. Hill stated that the rest of the comments were not regarding the data presentation but the hybrid model.

Mrs. Heckman asked Mr. Pyne how much of this do you think is a Covid lag versus a standard. She knows there is a drop when they hit summer break and then we do this baseline again in September. Mr. Pyne commented that he hesitates to put a number on it but it's enough to be looked at this year and to know that benchmarking right now, we're going to continue that recovery. We'll need to look at the November benchmarks.

Mrs. Husack commented that she is a little taken aback by the numbers presented. She understands that Covid's in there and there are some changes going on. At Peters Elementary, she knows it was said that there was quite a few or a larger increase in the intensive support students. As our children are continuing to go virtual or in this hybrid model, can you explain how we're addressing all three categories. She's just afraid that at some level, we're forgetting some kids. She thinks there are kids that need a little bit more than what we're presenting to them in a virtual environment and how are you changing that model to facilitate the need of all students across that particular model. Mr. Schnyderite commented that they are doing reading intervention. We're able to provide reading intervention to every student who needs it, even those that are in the five-day virtual model. Currently what they're doing is basically those Monday and Tuesday students, our reading interventionists are focusing on those kids and the same on Thursday and Friday. Students in the five-day virtual model, they're actually scheduling one-on-one reading interventions on Wednesdays. Mrs. Husack also questioned the comparisons at the secondary level. Mr. Hauser commented that at the high school the only data available for testing was not typical because there was not an entire year of Keystones available. They had some classroom testing and AP and SAT results. In preparation for the next round of Keystones, we are implementing some remediate and some preparation via some new platforms including USA Test Prep. Ms. Chamberlain commented that at the middle school, they did not have the PSSA data which would have been our strongest data to compare. It was kept to what the kids are working on right now; who do we have in the building and what they're doing and where they are at. Some of the percentages for just one test were fairly low but that is what we chose to focus on. Dr. Stoker added that at our building administrative team meetings and with all of the principals and the faculty, we're continuing to look at data. We're continuing to make decisions about where do we go next. We don't

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want to stay stagnant; we don't want to stay status quo. We know we have gaps to make up. We continually reassess and address how we're going to do that.

Mrs. Heckman commented that in the hybrid model, the parents are 50% of the teacher. Not planning the lessons, but in younger elementary students and even up to middle school depending on what type of child you have, they're a large part of the execution. So, could we talk a little bit about what we're doing to help parents to learn how to make up deficits and work on these things the way we're working on these things. How are we teaching them to teach? Dr. Stoker commented that we understand that families are supporting their children at home. Teachers are providing the lessons and the content but families are helping quite a bit at home more so than ever. We have taken feedback from family engagement meetings and other arenas and we are trying to create videos if they don't exist already. We are inventorying the videos that teachers have created on their own in response to parents asking for help. Beyond that, we are looking to do parent/family workshops in a variety of different areas. Mr. Schnyderite and Mr. Pyne talked about the upcoming workshops. Mrs. Husack commented that she thinks it's really important that our students see our teachers. Our teachers are teaching them and it's not coming from a YouTube video; it's not coming from a third-party book that they have. Our students are use to our teachers, that's who they are comfortable with and that instruction needs to be developed and taught by our teachers. Dr. Stoker added that the district is looking to do more livestreaming of courses. There is professional development coming up in November for teachers and staff. Mr. Kern commented that it's a tough situation for everybody. Virtual learning is an acquired skill; it takes time. Parents are struggling with strategies, reading comprehension strategies, strategies on remediation and lessons. He doesn't think we are unlike any other district that is facing the same issues. Dr. Stoker commented that the virtual environment is new for everybody.

Business Manager's Report - Mrs. Molitoris reported that last Monday the district received the final end-of-year numbers from the local auditors along with adjusting journal entries and the trial balance. We originally put in the budget last year, Covid has affected the business office as well, a projection of using about two (2) million dollars in fund balance. Because of the fact of a lot of things like we renegotiated the transportation agreement and we had special education services throughout the last three months but not always meeting in person. The electricity came in about \$185,000 less than budgeted along with fuel and diesel costs with a savings of \$80,000. The revenues came in better than anticipated. Local tax revenues before Covid were up \$100,000 more than projected. Overall, the district fund balance took a hit of \$162,000 last year. The fund balance will be ending this year with 9.7 million left.

Superintendent's Report - Mr. Link congratulated Mr. Fedorcha on his recognition tonight. Mr. Link shared that the week of November 16-20 is American Education Week. We know that all of our staff and administrators are working hard this year; they're working differently this year. And, they are trying to do the best that they can under the current circumstances

Mr. Link reminded all that December 1, 2020, is the School Board Reorganization Meeting at 6:45 p.m. The regular School Board Meeting at 7:00 p.m. There are no December Committee meetings.

Mr. Link turned the report over to Mr. Geist to open up a discussion on winter sports season.

Mr. Geist explained that the 13 member schools to the Colonial League are looking at modifying a schedule for this winter. Winter sports consists of girls' basketball, boys' basketball, wrestling, and winter cheer. The league is looking at going to about a half schedule. Normally, there are 22 basketball contests and 22 competition points for wrestling. With 13 teams in the Colonial League for basketball, we're looking at playing each team one time and spacing it out so there would be 12 contests. In wrestling, wrestle each individual team once for 11 wrestling matches. The way it is spaced out, we're looking to go every other day and have a two and a half to three week complete shutdown over the Christmas/New Year holiday and to allow teams to come back and practice in their pod. The reason they're looking to do this as a league, and they are looking to do a vote on Thursday, is with the spacing if any of the teams do come up with a positive test, then we're able to only affect a minimal amount of teams in the league and work with that through the winter season. Again, the vote is coming Thursday and looking to modify the entire schedule. Mr. Link asked Mr. Geist to share some of the specific dates for practice and competition. Mr. Geist commented that November 20 is the PIAA start date for all winter sports. Generally, the first competition date is December 11 and on that opening weekend the

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district normally plays in a tip-off tournament outside of the area. From that point, we'd normally have back-to-back three or four games in a week and go all the way up to the day before Christmas. From that point, we'd have basketball tournaments over the Christmas break and then resume as soon as school would resume. With having a modified schedule, we would look to begin on December 11 with league contests and then run basketball games all the way up until the 22, and then suspend league contests until January 12. With wrestling, we're looking at having about five bouts before the shutdown and then resume back on January 13. We are partnering with St. Luke's health plan and the Colonial League partners with Lehigh Valley. There are challenges with indoor sports. Mr. Link asked if there was a recommendation from the Colonial League on spectator attendance knowing now that events are going to be indoors. Mr. Geist commented that the league is going to follow the varsity volleyball model that was done in the fall. We are going to follow the home spectator rule and limit the number of people to just to home spectators. Each school would make that determination on how many tickets based on their venue. There's different sized gyms in the league. We seat about 1100. The capacity will be based on the Governor's recommendation for indoor facilities.

Mr. Kern asked during the two-week period of time where there's a shutdown in competitions, will practices still be going on. Mr. Geist commented that's correct. As far as officials are concerned, wrestling officials, there's obviously close contact. Quite a few officials are choosing not to officiate. Has there been a discussion on limiting the number of officials going to a venue? Mr. Geist commented that there are additional challenges. Normally we have two officials for the freshman/junior high JV double header and then bring in two officials for varsity. We will have to speak with the basketball assigner to see if it could possibly be done. Mr. Green asked what the capacity of the gym is under the current standards. Mr. Geist commented that 110 including the players, coaches and officials. Mrs. Husack asked if the league has thought about condensing the schedule and pushing it to start in January. Mr. Geist commented that there has been some discussion of starting in January, but the PIAA's reluctance to change their schedule puts us in a tight window. They are sticking with their timeline. Mr. Fedorcha opened the meeting up to comments from the public.

Mr. Hill read the comments. How can we have sports with physical contact yet we can't teach in person? Mr. Geist commented that as far as athletics, we can only go by the data we had this past fall. We've had close contact with football and we've been very blessed and fortunate not to have any particular cases and contract any cases from any other teams. We're following our health partners recommendations and we are looking at the data from this past fall. Mr. Link commented that he shares the concerns about wrestling. We are working within the recommendations and the confines of our medical advisors, our trainers, and within the guidelines laid out from PDE and the Department of Health. I also agree with Mr. Geist that the data supports that our screening and our protocols put in place with the sports resocialization plan so far have been effective for Northern Lehigh. We are educating students in the building, 50% at a time. I know that nothing replaces our teachers in-person, live instruction. However, we have to work within the parameters that we can right now. As schools continue to close around us, we are doing the best that we can to avoid a full closure. We do not want to go fully remote but, to some extent, that's going to be out of our control. We are trying to strike a balance between sports, extracurricular, instruction, teaching and learning, and safety and health. Mr. Hill read another comment from Andreas Hassold, what was the outcome of the meeting with the athletic directors and how will that open up the possibilities for NLYAA activities such as basketball and wrestling. Mr. Geist commented that athletic directors met last Thursday to refine a plan that will be voted on this Thursday. If the Colonial League and all the member schools elect to move forward with this proposal, then at that point we will have schedules that are provided for all of our members schools. At that point, we would then be able to schedule all of our varsity, JV, junior high/middle school programs. At that point, if our buildings are still open, we would then be able to share those availabilities with the NLYAA as long as the board is okay with it. Mr. Link commented that in the Buildings and Grounds meeting last Wednesday it was shared that if we are forced to close the schools to in-person instruction, he would not support practice or competition going on. Mr. Link asked what is the Colonial League's position on if schools are forced to close. Mr. Geist commented that the league is there to provide schedules for all of our members to play contests. It would be up to each individual school as they get recommendations from the Pennsylvania Department of Health and any of their medical partners. Mr. Link asked what's the league's position on non-league games. Mr. Geist commented that they're going to maintain the same position they had in the fall. A number of schools are going to just stick with this Colonial League schedule. Mrs. Husack commented that the extracurricular activities for our students are imperative with what's going on in today's landscape. If

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we're unable to bring these students back five days a week, the thing that we have to be concerned about is the mental health states and the socialization and the depression that is coming with some of what's going on. As much as I'm against having sports be there five days a week and not our students in the classroom five days a week, I'm struggling with the fact that I can't take another thing away from these children who need this. Mr. Link asked Mr. Geist if he was asking for a motion to approve the Colonial League schedule as presented. Mr. Geist commented that he's looking for the direction to vote in the affirmative for the proposal. Again, that vote would be Thursday at the Colonial League full member meeting.

Modified
Winter Sports
Schedule

Mr. Green made a motion which was seconded by Mrs. Heckman, that the board authorizes Mr. Geist to vote in the affirmative to table the currently approved Colonial League schedule of 22 games and to subsequently vote in support of a modified schedule beginning on November 20.

Roll Call.

YEA: Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mr. Distler,
Mr. Fedorcha (8)

NAY: None (0)

ABS: Mrs. Martineau (1)

Motion carried.

Mr. Link commented that there was a question from Mr. Hassold about the NLYAA using the facilities. In alignment with the conversation that happened at Buildings and Grounds specific to facilities, once the varsity, JV, and middle school schedules are approved, we'll see what time slots are available and then open it up to NLYAA for their usage. They will be required to follow our safety and health guidelines as well.

Executive
Session

An executive session was held at 6:15 p.m. virtually via Google Meet to discuss the teacher association negotiations, the support association's request for their negotiations, and a legal issue.

PERSONNEL

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

Retirement
C. Rehrig

With regret, accept the retirement resignation of Clifford Rehrig from his position as Maintenance, effective January 2, 2021. Mr. Rehrig will be retiring from the Northern Lehigh School District after 10.75 years of service.

Appointment
Instructional

Mildred Gomez*
Assignment:
Salary:

Long Term Substitute
High School Spanish Teacher
Substitute Teacher Rate Days 1-30; Day 31 and
beyond: \$50,750 (Step 1 Bachelors on the 2020-2021
CBA Salary Schedule)

Effective:

December 7, 2020

Termination Date:

On or about March 2, 2021

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

Jessica Jackovitz
Assignment:
Salary:

Long Term Substitute
Slatington Elementary 5th Grade Teacher
Substitute Teacher Rate Days 1-30; Day 31 and
beyond: \$50,750 (Step 1 Bachelors on the 2020-2021
CBA Salary Schedule)

Effective:

October 5, 2020

Termination Date:

Upon return of full time teacher

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Shannon Jones Long Term Substitute
 Assignment: Half-Time Middle School Family/Consumer Science Teacher
 Salary: Substitute Teacher Rate Days 1-30; Day 31 and beyond: \$25,375 (Step 1 Bachelors on the 2020-2021 CBA Salary Schedule)
 Effective: September 28, 2020
 Termination Date: End of 2020-2021 School Year

Appointment Non-Instructional Cassandra Keiser*
 Assignment: Bookkeeper II
 Salary: \$30,750.00 (prorated) per year
 Effective: October 26, 2020
***60 Working Day Probationary Period**

Stacy Quevy*
 Assignment: Administrative Secretary to the Director of Support Services and Transportation
 Salary: \$30,750.00 (prorated) per year
 Effective: November 2, 2020
***60 Working Day Probationary Period**

Dawn Nagy*
 Assignment: Cafeteria Worker
 Salary: \$12.00/hour for the 2020-2021 school year
 Effective: November 10, 2020
***Pending Verification of Missing Personnel File Items**
***60 Working Day Probationary Period**

Sabbatical Leave Approve the request of employee #4740** to take a Compensated Sabbatical Leave for a length of a semester for the 2020-2021 school year. **Employee number is 7096.

Family Medical Leave Approve the request of employee #0044 to take a medical leave of absence for her own medical reasons. Employee requests to use sick days during her leave of absence and plans to return to her current teaching position upon release from her attending physician.

Salary Adjustments Acknowledge the following teacher who has completed the requirements per the Collective Bargaining Agreement that would entitle them to a salary increase for the 2020-2021 school year:

Taylor Urban
 From: Step 5B+24
 To: Step 5M

Co-Curricular Appointments Stephen Shuey Artistic Director for the Fall Play/Spring Musical \$2,000.00

Roll Call.
 YEA: Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mr. Distler, Mr. Green
 Mr. Fedorcha (8)
 NAY: None (0)
 ABS: Mrs. Martineau (1)
 Motion carried.

POLICY

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

Board Policy First Reading Approve school board policy ~~#304~~ #340 - Employees - Responsibility for Student Welfare, as presented after first reading.

Approve school board policy #705 - Property - Facilities and Workplace Safety, as presented after first reading.

Approve school board policy #803 - Operations - School Calendar, as presented after first reading.

Approve school board policy #907 - Community - School Visitors, as presented after first reading.

Board Policy Second Reading Approve school board policy #103 – Programs - Discrimination/Title IX Sexual Harassment Affecting Students, as presented after second reading.

Approve school board policy #104 – Programs - Discrimination/Title IX Sexual Harassment Affecting Staff, as presented after second reading.

Approve school board policy #247– Pupils - Hazing, as presented after second reading.

Approve school board policy #249– Pupils - Bullying/Cyberbullying, as presented after second reading.

Approve school board policy #317.1– Employees - Educator Misconduct, as presented after second reading.

Approve school board policy #824 – Operations - Maintaining Professional Adult/Student Boundaries, as presented after second reading.
Roll Call.

YEA: Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mr. Distler, Mr. Green, Mrs. Heckman
Mr. Fedorcha (8)

NAY: None (0)

ABS: Mrs. Martineau (1)

Motion carried.

POLICY

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

What's So Cool About Manufacturing Approve the initial club/activity application for the Middle School What's So Cool About Manufacturing Club. This club is a project-based learning experience to showcase a career in manufacturing. It can help fulfill Library and Career Readiness standards. This club will adhere to the guidelines within Policy #122.

Roll Call.

YEA: Mr. Keegan, Mr. Kern, Mrs. Kulp, Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack
Mr. Fedorcha (8)

NAY: None (0)

ABS: Mrs. Martineau (1)

Motion carried.

**NEW
BUSINESS**

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

CLIU #21 Classroom at Peters Elementary Per the recommendation of the administration and Buildings and Grounds Committee, approve the use of a classroom at the Peters Elementary School by the CLIU #21 to operate a Multiple Disabilities Support classroom for a minimum of three (3) school years through the 2023-2024 school year in accordance with the Intergovernmental Agreement for Special Education Services approved March 9, 2020.

Roll Call.

YEA: Mr. Kern, Mrs. Kulp, Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan
Mr. Fedorcha (8)

NAY: None (0)

ABS: Mrs. Martineau (1)

Motion carried.

FINANCIAL

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

List of Bills Approve the Following List of Bills:
General Fund months of October & November, 2020
Cafeteria Fund months of October & November, 2020

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

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.

Use of Funds Agreement IDEA 619 Approve the Use of Funds Agreement with CLIU #21 for IDEA Part B, Section 619 (Preschool grants) pass through funds for the 2020-2021 school year in the amount of \$1,944.00.

Salary Schedule 2020-2021 Approve the 2020-2021 Northern Lehigh School District Salary Schedule as presented.

Math 180 Per the recommendation of the administration and the Education/Policy Committee, approve Math 180 as a replacement curriculum for students with Special Needs to be funded through the Special Education COVID Grant and Medical Access reimbursement.

Authorization to Purchase Police Vehicle Per the recommendation of the administration and the Buildings and Grounds Committee, authorize the purchase of a Northern Lehigh School District Police Department vehicle not to exceed \$20,000.00, to be funded through the PCCD Competitive Grant.

**EduLink
COMPLY** Approve the purchase of a license for EduLink COMPLY, an online tool for tracking and managing requests and compliance items, for the remainder of the 2020-2021 school year. The cost for this platform is being prorated (December-June) at a total cost of \$2,844.00 to be paid out of the ESSER Grant.

**T-Mobile
Hotspots** Per the recommendation of the Technology/Buildings & Grounds Committee, approve an agreement with T-Mobile to provide CIPA-compliant, education-only filtered internet access for our students who do not have internet access at their home, so they can utilize their laptops and Chromebooks. 24 month term for 10 devices. Devices will be funded with funds from the ESSER Grant.

Roll Call.

YEA: Mrs. Kulp, Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern
Mr. Fedorcha (8)

NAY: None (0)

ABS: Mrs. Martineau (1)

Motion carried.

LEGAL

Mr. Keegan made a motion, which was seconded by Mr. Kern, that the Board of Education approves the following legal item:

**Expulsion
Hearing
Waiver** The Board agrees to expulsion hearing waiver for Student #2190022. Student and guardian have agreed to waive their right to a formal expulsion hearing in front of the School Board and have also agreed to disciplinary action outlined in the waiver.

Roll Call.

YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp
Mr. Fedorcha (8)

NAY: None (0)

ABS: Mrs. Martineau (1)

Motion carried.

INFOR- MATION

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on September 23, 2020, were distributed.

RECOG- NITION OF GUESTS

Mr. Fedorcha asked Mr. Hill if there were any comments or questions from guests.

Mr. Hill read questions and comments. Kay Barhight commented she would like these two options presented to the board and would like an answer as to why either one of these two options wouldn't work to increase in-person education time for our students. This does not change my belief that children should be in school five days a week. Option #1 - In hybrid model, students every other week would go an additional day on Wednesday since teachers are in the building every Wednesday. I can't see how deep cleaning is getting done during this time so why can't students be there. In a two-week time period this would give five days in person and five days at home. You would just need to change your deep cleaning schedule to occur one week on a Tuesday evening and the other week on a Wednesday evening. This would allow children with IEP's to be in-person five days a week. Option #2 - In 1995, I believe we had to make up snow days and they extended out the school day. Why can't we do that now? Have the kids in an extra 60 to 90 minutes a day, then reduce the school day on a Wednesday to compensate for the additional times the teachers are spending in-person so they would be working the normal work week hours. If both scenarios are acceptable, maybe give the teachers a vote on which one worked better for them. It's understood the options have to change from time to time based on cases. However, when you're on a hybrid model there should be better alternatives to what is happening now. Mr. Fedorcha commented that for us to be asked to make those decisions as a board tonight without researching everything is a bit unfair. Mr. Link thanked Ms. Barhight for the input and commented that it would be taken back to the administrative team to look into before we respond.

RECOGNITION OF GUESTS (cont.)

A question from Pauline Grady. How are we building the missing months in? Most of the kids have no idea what's going on. I'm not sure how else we as parents need to say this, but they feel this model isn't working. Mr. Link commented that he fully recognizes that there are some parents in the district that believe it is not working. He also gets emails supporting what the district's doing. As far as adding time back in, we can't extend the hours in a school day currently, we would have to work with PDE if we were going to look to extend into the summer or something like that. There are students who learn best in front of our teachers. We're trying to balance that with our health and safety plan.

A comment from Ariel Sly. During a conversation, she said yes, give the parents a choice. We want the option for five days. This isn't a mandate, it's a recommendation. Parents can't work and teach at the same time. Mr. Hill commented that the same theme came up in more than one comment. Mr. Link thanked Ms. Sly for her comment. Mr. Link commented that right now, our goal is to keep the buildings open at all. It's a struggle every day even with coverage and staffing in every single one of our buildings, where we are stretched very thin. When teachers are out, when support staff is out, when administrators are out. The entire team has done a phenomenal job just trying to keep the doors open. School buildings around us continue to close. Our goal is to keep doors open another day, another week. Right now the focus is trying to get through each day. Mrs. Heckman asked Mr. Link to explain, in the buildings, how being hybrid protects us given the CDC guidelines. And, can you explain what the county recommendations was versus what we are doing with other superintendents from neighboring districts. Mr. Link commented that the recommendations from the state, from the Department of Education, was that all school districts, charter schools, in Lehigh County go to five days fully remote. Collectively, the superintendents in the county, including myself, said no. We said we wanted to continue in the current model of whichever it is for that particular school district. For us, it's the hybrid model with a five-day a week online option. We believe that the hybrid model is being successful through the health and safety lens because we're able to get to the six foot of social distancing in the classrooms. We know that our students and faculty are following the face covering guidelines. They are constantly washing and sanitizing their hands. We are able to limit the ridership on our school buses and vans. We have a natural divide for when we have to do contact tracing which we've had to engage in to say we can eliminate this group of students because they were not even in the buildings. With all those mechanisms in place, we're able to limit potential exposure within our buildings.

A comment from Andreas Hassold. Will there be an update and presentation of the survey that was conducted back in September. Mr. Link commented that the survey was shared out at the beginning of October at the Education/Policy Committee meeting. It can be found archived on the website. There was a slidedeck presented with the results of the survey.

A comment from Madita Bender. It seems like there's a lot of information that's not being shared with the parents. It is not our goal to be combative but it is impossible to work with the board when we are kept in the dark. Our request to create a committee with parent representatives would have helped with the issues. How can this communication gap be resolved. Mr. Link commented that he doesn't think parents are being combative. He thinks parents are expressing their concerns. We do have minimally six opportunities for public comment in a month except for December because we don't have committee meetings. We have four public committee meetings every month, the first Monday and Wednesday of each month and we have a school board meeting every month.

A comment from Ashley King. Can we at least get a survey out to see what percentage of the people would want a five-day and then go from there? Mr. Link looked to the school board if they would like another survey sent out. Mr. Keegan commented that it can't hurt to get more information from our community on what they think we should be doing. Mrs. Heckman asked what questions would be on the survey. Mr. Keegan commented that he thinks the administration should develop a simple survey. Mrs. Husack commented that it should also include our administrators and teachers. Mrs. Heckman commented that the question would be how many parents would want their students in school five days in person. Mr. Fedorcha commented how would we follow all the guidelines with the state requirements. Mr. Link

RECOGNITION OF GUESTS (cont.)

commented that if all students came in five days a week, there would be no social distancing in the classrooms or on the buses. Mr. Green commented that he made a motion and would need a second for the discussion to continue.

Parent Survey

Mr. Green made a motion, which was seconded by Mrs. Kulp, that the district conduct another parent survey.

Mr. Kern commented that he thinks we're going down some dangerous waters here. If he were a parent, I'd want my kid in five days per week. But, are we also then going to say I'm going to disregard what the recommendations or the mandates are from the CDC. Mr. Fedorcha commented that the guidelines right now are for the district to go fully virtual. Mr. Kern commented what hasn't been communicated? What hasn't been transparent? Mr. Link has sent out several letters that are pretty descriptive of where we're at and why we're doing what we're doing.

Roll Call.

YEA: None (0)

NAY: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mr. Fedorcha (8)

ABS: Mrs. Martineau (1)

Motion denied.

Mr. Hill said it was asked why aren't students getting streaming lessons on the days they're not in school. Mr. Link commented that it is something the district has been working towards. First we need to get the equipment and technology to do that. The training has begun for teachers on how to set it up and to use it. Another training will be delivered at the upcoming professional development day.

A comment from Madita Bender. There appears that there are a lot more cases in the district than we are being informed of. In addition, it seems teachers are part of the reason that we are unable to come back full time. Mr. Link commented that that is inaccurate. We've had one employee and we've had one student test positive and we have one student that is presumed positive. That information is coming directly from the Department of Health. Staffing is difficult in all school districts. There are no substitutes to go around. All districts are competing for the same substitutes. Staff still has to be out for reasons other than anything related to Covid. We were directed by the DOH that certain people needed to be quarantined which is different than testing positive. Some have to be quarantined up to 14 days which is two instructional weeks. We don't have a choice.

A comment from Justin Jachowicz. Why is it okay to disregard recommendations for sports but not for kids to be in school five days in-person instruction? Mr. Link commented that we're trying to strike a balance between extracurricular, sports, instruction, health and safety. We're following the guidelines that the Department of Health and PDE is not saying to discontinue sports.

A comment from Mayra A. There's a question about curving grades for high school students and some of them aren't doing as well in the hybrid model. Is there a possibility of curving grades since GPA's are affected as they apply for college. Mr. Link commented that it's a conversation we would have to have in much more detail with our building principals, Dr. Stoker, and Mrs. Dotta. Dr. Stoker commented that we are collecting data on where our students stand as we finish out the first quarter and that's a discussion we will have as an administrative team.

Mr. Hill commented that there were quite a few congratulations for Mr. Fedorcha for his years of service.

Mr. Green commented that he keeps hearing this conflict about communications and stuff like that and he sees that parents want to communicate with the board. They're passionate about their children's education. They're frustrated that it's virtual. We need to go back to the old system where they can do it verbally, not a chat room. Can the board look at a new method when people call in with questions or comments, we can hear them directly.

RECOGNITION OF GUESTS (cont.)

Mr. Fedorcha thanked every parent and teacher for participating tonight and wished everyone a happy and safe Thanksgiving.

ADJOURNMENT

Mr. Keegan made a motion, which was seconded by Mr. Distler, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 10:00 p.m.

Roll Call.

YEA: Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mr. Kern, Mrs. Kulp, Mr. Distler
Mr. Fedorcha (8)

NAY: None (0)

ABS: Mrs. Martineau (1)

Motion carried.

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Gary S. Fedorcha