

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
January 13, 2020

- PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Gary S. Fedorcha, at 7:03 p.m. on Monday, January 13, 2020, in the Administration Office Board Room.
- ROLL CALL** Members present: Mr. Robin T. Distler, Mrs. Michelle M. Heckman, Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., Mrs. Donna M. Kulp, Mrs. Michele L. Martineau, and Mr. Gary S. Fedorcha (7)
- Members absent: Mr. Mathias J. Green, Jr., Mr. Robert L. Kern, Jr. (2)
- Non-members present: Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Mr. Greg Derr, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. David Hauser, Ms. Madison Hoffman (Sr. Rep.), Mr. Eric Hill, Mr. Matthew Link, Mr. Scott Pyne, Mr. James Schnyderite, Dr. Tania Stoker, Attorney Keith Strohl (Solicitor's Office), Mr. Robert Vlasaty, and Mr. Aidan Williams (Jr. Rep.).
- VISITORS** Approximately two visitors attended the meeting, in addition to Terry Ahner, reporter for The Times News.
- APPROVE MINUTES** Mr. Distler made a motion, which was seconded by Mrs. Heckman, that the minutes of the reorganization and regular school board meetings held on December 3, 2019, be approved and ordered filed.
- YEA: Mr. Distler, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)
- NAY: None (0)
- SPECIAL BOARD REPORTS**
- Carbon Lehigh Intermediate Unit –Mrs. Husack reported that because of the ice storm, the meeting in December was held via Skype. The budget was approved and will be sent to the districts for approval.
- Lehigh Career and Technical Institute – Mr. Fedorcha reported that the December meeting was a reorganization meeting.
- Legislative Report – Mrs. Heckman reported that Governor Wolf will deliver the 2020-2021 state budget proposal on February 4, 2020.
- Committee Reports and/or Meetings
- Minutes of the Education/Policy Committee Meeting held on January 6, 2020, were distributed.
- Minutes of the Extra and Co-Curricular Committee Meeting held on January 6, 2020, were distributed.
- Minutes of the Technology/Buildings & Grounds Committee Meeting held on January 8, 2020, were distributed.
- Minutes of the Finance Committee Meeting held on January 8, 2020, were distributed.
- Student Representatives to the Board Report – Ms. Madison Hoffman and Mr. Aidan Williams verbally reported on the contents of the student representative report.
- Solicitor's Report – Attorney Strohl updated the board on the increased limits for competitive bidding for the 2020 school year, which are adjusted for inflation annually. Purchases and contracts between \$11,300 and \$21,000, require three (3) written/telephonic quotes and purchases and contracts over \$21,000 require formal bidding.

**SPECIAL
BOARD
REPORTS
(cont.)**

Business Manager's Report – Mrs. Frantz reported that each board member received a copy of the audit report for the fiscal year ending June 30, 2019. There were two minor findings which have been corrected. The report will be on the February board agenda for approval. Mrs. Frantz reported that as required, the reports were filed prior to the due date for the post issuance compliance procedures.

Assistant to the Superintendent Report – Dr. Tania Stoker gave an overview of the Future Ready PA Index and the collection of indicators that illustrate academic proficiency, on-track progress, and college and career readiness - helping to demonstrate how schools are doing in preparing students for post secondary success. The administrator of each building gave an overview of the scores for their building for the 2018-2019 school year. The high school has received the designation of Targeted Support and Improvement for its special education population, which is the first time the state is assigning that designation to schools. The focus at the high school will be on ELA achievement and growth for students with disabilities. This will be accomplished through replacement math courses, implementation of Xello for college and career readiness; improved attendance, discipline and SWPBIS practices; creating a trauma-informed staff; and a more supportive transition from middle school to the high school.

Mrs. Kulp questioned whether we have looked at the curriculum successful districts are utilizing. Dr. Stoker answered that we are looking at Eureka Math and Pearson's Envision curriculum for K-8 to see which product is best for Northern Lehigh. Mrs. Heckman asked if there is going to be a pilot program for Middle School Science. Dr. Stoker answered that curriculum programs are on a five year cycle. They are looking at Math this year and the Science curriculum is scheduled for two years out, but we could potentially be piloting a program the year before.

Dr. Stoker announced that last summer we had a few teachers participate in Teacher in the Workplace where the teachers explored companies in the Lehigh Valley and the careers they offer. This year, we wrote the grant for our district, and we were successful in being awarded \$25,000.00, which will allow us to have approximately 25 teachers go out into the workplace, create a database to share with their colleagues and students to explore possible internships and career pathways. We will also have field trips to the businesses. In the secondary campuses, we have career caravan days where students get to hear about a variety of careers. Also with this grant, we will be having our first career fair at the High School. Mr. Link congratulated Dr. Stoker on writing the grant. We were one of three districts in the Lehigh Valley to receive that grant and one in about 92 in the whole state.

In honor of school board recognition month, books were donated on behalf of each director, and will be placed in each library in the district. The librarians have invited the directors to visit the library to see where their book is located.

Dr. Stoker announced that on the back wall is new artwork from Peters Elementary students. Dr. Stoker thanked Mrs. Mary Frank for die cutting the letters showcasing the artwork.

Superintendent's Report - Mr. Link announced that this month is school board recognition month. Mr. Link stated that our nine school directors have been chosen by the community to represent residents' wishes and desires for the young people who attend our schools. They are required to make difficult decisions related to budget, curriculum, safety and security and ensuring our students are most prepared to leave our schools and be contributing members of our local and evermore increasingly global society. Mr. Link thanked each director for keeping the best interests of our students, staff, administration, and community as the guiding light in their decision making and for the guidance given each day. In addition to the books, a cupcake was given to each director as appreciation for their service.

Mr. Link presented Mr. Robin Distler, board Vice President, with a certificate recognizing him for eight (8) years of service.

Mr. Link announced that Mr. Gary Fedorcha was elected Chairperson to the Joint Operating Committee for LCTI.

Mr. Link reminded the school board directors to turn in their ethics form to Mrs. Frantz.
Mr. Fedorcha 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 Mrs. Martineau, that the Board of Education approves the following personnel items:

Resignation K. Showak	Accept the resignation of Kathy Showak from her position as a High School Paraprofessional, effective January 21, 2020.	
A.Sicora	Accept the resignation of Andrea Sicora from her position as Paraprofessional at Slatington Elementary School, effective at the end of the work day on December 13, 2019.	
S. Yesik	Accept the resignation of Susan Yesik from her position as Peters Elementary Cafeteria Monitor, effective the end of the work day November 20, 2019.	
Rescind Appointment	Rescind the appointment of Anthony Staivecki from his position as High School Cafeteria/Hall Monitor due to lack of attendance.	
Appointment Instructional	Mariel Cordero-Ledesma Assignment: Salary: Effective: Termination Date:	Long Term Substitute High School Spanish Teacher replacing an employee on a family medical leave of absence. Substitute Teacher Rate Days 1-30; Day 31 and beyond \$49,750 Prorated (Step 1 Bachelors on the 2019-2020 CBA Salary Schedule) December 16, 2019 End of the 2019-2020 school year
Appointment Non-Instructional	Kristin Garrison* Assignment: Salary: Effective: *60 Working Day Probationary period	Peters Elementary School Cafeteria Monitor \$11.48 Per Hour, Monday-Friday, 2 Hours Per Day, 5 Days per Week/180 Student Days a school year January 6, 2020
	Jessica Ortiz* Assignment: Salary: Effective: *60 Working Day Probationary period	Slatington Elementary School Paraprofessional \$12.58 Per Hour, Monday-Friday, 5 ¾ Hours Per Day, 5 Days per Week/180 Student Days a school year January 21, 2020
	Nicole Scott* Assignment: Salary: Effective: *60 Working Day Probationary period *Pending Verification of Missing Personnel Items	Slatington Elementary School Paraprofessional \$12.58 Per Hour, Monday-Friday, 5 ¾ Hours Per Day, 5 Days per Week/180 Student Days a school year January 21, 2020
	Julianne Staskowski* Assignment: Salary: Effective: *60 Working Day Probationary period *Pending Verification of Missing Personnel Items	High School Cafeteria/Hall Monitor \$11.48 Per Hour, Monday-Friday, 4 Hours Per Day, 5 Days per Week/180 Student Days a school year January 14, 2020

<u>PERSONNEL</u> (cont)	Approve the request of employee #7270 to take a family medical leave of absence for the birth of a child, beginning on or about May 9, 2020. Employee is requesting to use accumulated sick days. Upon exhaustion of eligible days, employee is requesting a family medical leave of absence. Employee plans to return to her position at the beginning of the 2020-2021 school year.						
Family Leave							
Unpaid Leave	Approve the request of employee #7037 to take a medical leave of absence for her own medical reasons beginning on or about January 2, 2020. Employee will use all accumulated sick/personal days, and then begin an unpaid leave of absence on or about January 23, 2020. Employee plans to return to her position upon release from her physician on or about March 23, 2020.						
Brandywine Transportation Bus Drivers	Motion to approve the following bus drivers from Brandywine Transportation to transport Northern Lehigh School District students for the 2019-2020 school year: <table border="0" style="margin-left: 40px;"> <tr> <td>Marie Christen</td> <td>Marian May</td> </tr> <tr> <td>Patricia Keith</td> <td>Amy Shrout</td> </tr> <tr> <td>William Larrison</td> <td></td> </tr> </table>	Marie Christen	Marian May	Patricia Keith	Amy Shrout	William Larrison	
Marie Christen	Marian May						
Patricia Keith	Amy Shrout						
William Larrison							
Permanent Substitute Teacher	Approve the following individual as District Wide permanent substitute teacher for the 2019-2020 school year. She 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. Valarie Marks						
Professional Contracts	According to Article II – 1108, subsection (b) of the School Code: “a temporary professional employee, initially employed by a school district on or after June 30, 1996, whose work has been certified by the district superintendent to the secretary of the school district, during the last four (4) months of the third year of such service, as being satisfactory, shall thereafter be a “professional employee” within the meaning of this article.” Therefore, it is recommended to approve “professional employee” status as per the school code for the following teachers who have satisfactorily completed three years of service to the Northern Lehigh School District: Tayler Urban						
Game Workers 2019-2020	Motion to appoint the following list of people as Game Workers for the 2019-2020 school year. workers consist of ticket sellers and takers, game announcers, scoreboard operators, timers, field judges and scorekeepers. Rate of pay is consistent with the rates approved on the 2019-2020 Supplemental Personnel Salary Schedule: <table border="0" style="margin-left: 40px;"> <tr> <td>Terry Bowman</td> <td>Alden Farber</td> <td>Jeff Miller</td> </tr> <tr> <td>Todd Herzog</td> <td>Jason Reinhard</td> <td></td> </tr> </table>	Terry Bowman	Alden Farber	Jeff Miller	Todd Herzog	Jason Reinhard	
Terry Bowman	Alden Farber	Jeff Miller					
Todd Herzog	Jason Reinhard						
Co-Curricular Volunteers 2019-2020	Joshua Hamm Danielle Hoffman* *Pending Verification of Missing Personnel Items Assistant Baseball Coach Assistant Girls’ Basketball Coach						
Substitute-Non-Instructional	Motion to approve the appointment of the following individual as a substitute secretary for the 2019-2020 school year at the 2019-2020 substitute rates as approved on the Supplementary Personnel Salary Schedule: Dawn Tulio YEA: Mr. Distler, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7) NAY: None (0)						

POLICY

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

Board Policy
First
Reading

Approve school board policy #220 –Pupils – Student Expression/Distribution and Posting of Materials, as presented after first reading.

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

YEA: Mr. Distler, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)

NAY: None (0)

CONFERENCE

Mrs. Martineau made a motion, which was seconded by Mr. Distler, that the Board of Education approves the following conferences:

Michele Dotta – PDE Conference 2020 Making a Difference: Educational Practices that Work! – March 9-11, 2020 – Hershey Lodge & Convention Center – Hershey, PA – Registration: \$195.00; Lodging: \$299.70; Meals: \$115.00, Travel: \$90.28 – Total Approximate Cost: \$699.98 – Funding: Special Education Budget.

Matthew Link - 2020 PASA Annual Global Professional Development Scholarship - July 12 - 21, 2020 - Davos, Switzerland and Northern Italy; Funding is through the PASA and Educational Tours Scholarship. There is no cost to the district.

Nicole Nightlinger – PDE Conference 2020 Making a Difference: Educational Practices that Work! – March 9-11, 2020 – Hershey Lodge & Convention Center – Hershey, PA – Registration: \$195.00; Meals: \$115.00 – Total Approximate Cost: \$310.00 – Funding: Special Education Budget.

YEA: Mr. Distler, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)

NAY: None (0)

Mrs. Kulp congratulated Mr. Link on receiving the PASA scholarship to Italy and Switzerland. Mr. Link is one of three chosen from the state, and we are proud to have him representing Northern Lehigh.

NEW BUSINESS

Mr. Distler made a motion, which was seconded by Mrs. Heckman, that the Board of Education approves the following New Business Item:

Resolution
for School
Board Director
Recognition
Month -
January 2020

WHEREAS, the role of locally elected school officials has served the Commonwealth of Pennsylvania and local communities in meeting the needs of public education since the passage of the Free School Act in 1834; and

WHEREAS, these local boards have discharged their responsibilities to public education in a manner which has placed public education in the forefront of our educational systems; and

WHEREAS, locally elected officials have distinguished themselves and their communities in this non-paid, volunteer public service commitment; and

WHEREAS, the contributions of these men and women who serve on the Northern Lehigh Board of School Directors:

**NEW
BUSINESS
(cont.)**

Robin T. Distler
Gary S. Fedorcha
Mathias J. Green, Jr.
Michelle M. Heckman
Gale N. Husack
Robert J. Keegan, Jr.
Robert L. Kern, Jr.
Donna M. Kulp
Michele L. Martineau

should be recognized and appreciated by those who benefit from the workings of our public school system;

NOW THEREFORE BE IT RESOLVED that the Board of Directors of the Pennsylvania School Boards Association hereby proclaims the month of January as School Director Recognition Month in this commonwealth; and

FURTHER RESOLVE that this proclamation be communicated to all school districts, school officials and local communities in a planned program which brings visibility and awareness of the role of locally elected school officials to the citizenry of this commonwealth.

YEA: Mr. Distler, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)

NAY: None (0)

Mr. Fedorcha thanked all the board members for their service and he looks forward to working with everyone in the upcoming year.

FINANCIAL

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

Financial Reports

Approve the Following Financial Reports:
General Fund Account months of November & December, 2019
NLMS Student Activities Account months of November & December, 2019
NLHS Student Activities and Scholarship Account months of November & December, 2019
NLHS Student Activities/Clubs Account months of July - November, 2019
Capital Construction Fund months of November & December, 2019
Cafeteria Fund months of November & December, 2019

List of Bills

Approve the Following List of Bills:
General Fund months of December, 2019 & January, 2020
Cafeteria Fund months of December, 2019 and January, 2020

Per Capita Abatements/Exonerations

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

DeSales Agreement

Approve to enter into an agreement with The DeSales Partners in Education Consortium which will afford professional staff the opportunity to take graduate courses at DeSales University at state approved tuition rates.

Resignation R. Stein Tax Collector

Accept the resignation of Reta Stein as Slatington tax collector, effective December 31, 2019.

Gwyneth Jones Tax Collector

Approve the resolution to appoint Gwyneth Jones as Slatington tax collector, effective January 1, 2020, due to the resignation of Reta Stein.

Slatington

FINANCIAL
(cont.)

Sweetwater Agreement HS Auditorium Audio Equipment Authorize administration to enter into a contract with Sweetwater, who is a member of the Pennsylvania State Contract Pricing - CoStars, to upgrade High School Auditorium audio equipment and to be in compliance with FCC regulations. The cost for this equipment is \$11,087.83, and will be paid from the 2019-2020 Curriculum & Instruction budget.

B&H Photo Video Authorize administration to enter into a contract with B&H Photo Video for High School Auditorium microphones and accessories. The cost for this equipment is \$562.04, and will be paid from the 2019-2020 Curriculum & Instruction budget.

NFHS Pixellot Cameras Authorize administration to enter into an agreement with NFHS Network School Broadcast Program for two Pixellot fully automated cameras that produce HD film, at a total cost of \$5,000.00, which will be funded through our partnership with St. Luke's University Health Network.

YEA: Mr. Distler, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)
NAY: None (0)

INFORMATION

Minutes of the Carbon Lehigh Intermediate Unit #21 Board of Directors meeting held on November 18, 2019, were distributed.

Minutes of the Lehigh Carbon Community College Board of Trustees meetings held on November 7, 2019, and December 5, 2019, were distributed.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meetings held on October 23, 2019 and November 25, 2019, were distributed.

Mr. Fedorcha announced that last weekend the food service department hosted a Clothing Drive/ Give-A-Way in the Middle School Cafeteria. The event was a huge success and many families in the community were able to walk away with warm clothing for free. At the give-away there was food, raffles and activities for the kids. Mr. Fedorcha thanked Mrs. Bahnick and the food service department for coordinating this event.

ADJOURNMENT

Mr. Distler made a motion, which was seconded by Mrs. Martineau, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:42 p.m.

YEA: Mr. Distler, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (7)
NAY: None (0)

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Gary S. Fedorcha