

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
January 9, 2017

- PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Gary S. Fedorcha, at 7:32 p.m. on Monday, January 9, 2017, in the Administration Office Board Room.
- ROLL CALL** Members present: Mr. Robin T. Distler, Mr. Mathias J. Green, Jr, Mr. Edward E. Hartman, Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., Mrs. Donna M. Kulp, Mr. Gregory S. Williams and Mr. Gary S. Fedorcha (8)
- Members absent: Mrs. Debra L. Bower (1)
- Non-members present: Mr. Jeffrey Bachman, Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Ms. Tori Csanadi (Jr. Rep.), Mr. Greg Derr, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. John Hrizuk, Mr. Paul Leonzi, Mr. Michael Michaels, Mrs. Sherri Molitoris, Mrs. Karen Nicholas, Mr. Scott Pyne, Mrs. Tanya Simms, Attorney Charles Stopp (Solicitor), and Mr. Robert Vlasaty
- VISITORS** Approximately twelve visitors attended the meeting.
- APPROVE MINUTES** Mr. Distler made a motion, which was seconded by Mr. Williams, that the minutes of the reorganization and regular school board meetings held on December 5, 2016 be approved and ordered filed.
- YEA: Mr. Distler, Mr. Green, Mr. Hartman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mr. Williams and Mr. Fedorcha (8)
- NAY: None (0)
- SPECIAL BOARD REPORTS**
- Carbon Lehigh Intermediate Unit - Mrs. Husack reported that a proposed budget will be sent to the districts with no major changes for our district.
- Lehigh Career and Technical Institute – Mr. Fedorcha reported that a reorganization meeting was held in December and the officers were re-elected. The bond issues are still being discussed and adjusted and the districts will be receiving that information, as well as the proposed budget after it is approved by the LCTI board.
- Lehigh Carbon Community College – Mr. Green reported that the LCCC budget was approved at their last meeting with no increase to our district. Northern Lehigh’s share will decrease by approximately \$8,800. The school is still dealing with declining enrollment, the overall budget is down about \$2 million, and bonds have been refinanced. The budget is available at LCCC.com and on our google docs.
- Student Representatives to the Board Report –Ms. Tori Csanadi distributed the written student representative report and verbally reported on its contents.
- Business Manager’s Report – Mrs. Frantz reported that at the board seats is the single audit which will be on the agenda next month for approval.
- Mrs. Molitoris reported that as required, the reports were filed prior to the due date for the post issuance compliance procedures,
- Mr. Fedorcha, on behalf of the board, thanked Mrs. Molitoris and Mrs. Frantz for doing a great job.
- Superintendent’s Report - Mr. Michaels recognized Mr. Bryan Geist who was awarded the Athletic Director of the year for our region by ESPN and the Morning Call. He does a great job for our students.
- Mr. Michaels reported that Tori Csanadi found a \$100 bill in the parking lot of the High School which she took into the office instead of keeping it for herself. The money was given to its rightful owner. A big thank you to her. Mr. Michaels stated that we have the best kids at Northern Lehigh.

**SPECIAL
BOARD
REPORTS
(cont.)**

Mr. Michaels announced that January is School Board Recognition month. Mr. Michaels thanked the board members for their service to the district and for volunteering their time. They do an outstanding job for our students and without them we would not be successful.

Ethics forms have been distributed and Board members should return them to Mrs. Molitoris.

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

PERSONNEL

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

Retirement
Resignation
C. Grega

Accept the retirement resignation of Catherine Grega from her position as Middle School English Teacher effective the end of the work day, January 25, 2017. Mrs. Grega will begin her retirement from the Northern Lehigh School District after 37 years of service.

B. Guss
retirement

Accept the retirement resignation of Babette Guss from her position as High School English Teacher effective the end of the work day January 12, 2017. Mrs. Guss will begin her retirement from the Northern Lehigh School District after 20 years of service.

J. Sheridan

Accept the resignation of Jennifer Sheridan from her position as High School Cook's Helper effective January 2, 2017.

Appointment
Instructional

Taylor Urban
Assignment:

Salary:

Effective:

Temporary Professional Employee
High School English Teacher replacing Babette Guss who retired.
\$46,875.00 prorated (Step 1 Bachelors on the 2016-2017 CBA Salary Schedule)
January 13, 2017

Leave of
Absence

Approve the request of employee #21 to take a Family Medical Leave beginning on or about February 19, 2017, for the birth of a child. Employee is requesting to use accumulated sick days. Upon exhaustion of sick days, she is requesting a six week family medical leave. Employee plans to return to her current position on or about May 15, 2017.

Approve the request of employee #3655 to take a six month medical leave of absence beginning January 3, 2017. Employee is requesting to use all available paid days. Upon exhaustion of paid days, he is requesting a twelve week family medical leave. Upon exhaustion of family medical leave, employee is requesting an unpaid leave of absence. Employee plans to return to his current position upon release from his physician.

Approve the request of employee #6895 to take an unpaid leave of absence according to Appendix D of the 2016-2017 CBA, beginning on or about April 10, 2017 for the birth of her second child. Employee plans to return to her current teaching position at the beginning of the second semester of the 2017-2018 school year.

Approve the request of employee #6857 to take a leave of absence beginning January 5, 2017. Employee is requesting to use nine (9) sick days. Upon exhaustion of sick days, employee is requesting an unpaid leave of absence. Employee plans to return to her current position upon release from her attending physician.

Co-Curricular
Resignation
2016-2017

Accept the resignation of Stephen Hluschak, Jr. from his position as Head Wrestling Coach effective December 8, 2016, which was originally approved at the April 11, 2016 school board meeting. Mr. Hluschak has accepted an Athletic Director position in the Stroudsburg School District. Mr. Hluschak's stipend for the 2016-2017 school year will be \$1,277.32.

Accept the resignation of Manny Guedes from his position as MS Spring Intramurals – Weightlifting, which was originally approved at the August 8, 2016 school board meeting, at a stipend of \$854.00 for the 2016-2017 school year.

YEA: Mr. Distler, Mr. Green, Mr. Hartman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mr. Williams and Mr. Fedorcha (8)

NAY: None (0)

CONFERENCE

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

Krystle-Dawn Tiedeman – Pennsylvania School Librarians Association Annual Conference – March 30-April 1, 2017– Hershey Lodge & Convention Center – Hershey, PA – Registration: \$245.00; Lodging: \$381.84; – Total Approximate Cost: \$626.84 – Funding: High School Library Budget.

YEA: Mr. Distler, Mr. Green, Mr. Hartman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mr. Williams and Mr. Fedorcha (8)

NAY: None (0)

NEW BUSINESS

Resolution for School Board Director Recognition Month - January 2017

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

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:

- Debra L. Bower
- Robin T. Distler
- Gary S. Fedorcha
- Mathias J. Green, Jr.
- Edward E. Hartman
- Gale N. Husack
- Robert J. Keegan, Jr.
- Donna M. Kulp
- Gregory S. Williams

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, Mr. Green, Mr. Hartman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mr. Williams and Mr. Fedorcha (8)

NAY: None (0)

FINANCIAL

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

Financial Reports

- Approve the following financial reports:
- General Fund Account month of November, 2016
- NLMS Student Activities Account month of November, 2016
- NLHS Student Activities and Scholarship Account month of November, 2016

FINANCIAL
(cont.)List of
Bills

Approve the Following List of Bills:
 General Fund months of December & January
 Cafeteria Fund months of December & January
 Refreshment Stand month of December, 2016

Salary
Schedule
2016-2017

Approve the 2016-2017 Northern Lehigh District Salary Schedule as presented.

Per Capita
Abatements/
Exonerations

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

YEA: Mr. Distler, Mr. Green, Mr. Hartman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mr. Williams and Mr. Fedorcha (8)

NAY: None (0)

INFOR-
MATION

Minutes of the Carbon Lehigh Intermediate Unit #21 Board of Directors meeting held on November 21, 2016 were distributed.

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on November 3, 2016 were distributed.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on October 26, 2016, were distributed.

RECOGNI-
TION OF
GUESTS

Mr. Green stated that he would like to air some concerns, all of which are coming from a spirit of what is best for our district and students. He stated that this started a few months ago when he asked some board members if they had met with administration regarding their goals and objectives for the upcoming year. Mr. Green added that answers ranged from no, I don't think so; did we even pass them; to I'm not really sure. Mr. Green added that he was upset with those responses and as a board we are not doing what we should be doing. Mr. Green stated that he did not even understand some of the goals such as increasing morale. I don't know how an increase in morale is even measured and secondly, shouldn't that be part of your job? Why is that even a goal in the first place? He stated that he would like to see a more quantitative goal. Shortly after the goals and objectives were submitted, there was an article in the Morning Call comparing test scores. He stated that when he looks at those scores, he throws out the city schools and charter schools. He said that he was dismayed that out of 100, we were at the bottom of the list, which is not where he is used to seeing Northern Lehigh. A better goal would be to increase those scores or policy or procedure. Another article recently spoke about money spent per student and we were not at the bottom of that list, so that is not the problem. Mr. Green added that he was upset at the last Finance Committee meeting. He stated that he is a proponent of computers and he would like to see us move forward with more technology. However, now that we have a long range plan, it's not a financial problem: we do not have the human resources to make it happen. He suggested that maybe that could be a goal. In addition, Mr. Green stated that he is used to seeing an agenda in advance for a committee meeting which would enable somebody to give their input on an agenda item to the committee chairperson. In this way, board members could be better prepared. Lastly, Mr. Green noted that for the past few years he has asked for feedback on administrative evaluations. Mr. Green suggested that the board ask around to other districts on how they handle them and they will find that we are missing the boat by not having a formal review. He added that he is not bashing administration; in fact a few months ago he suggested some financial incentives for the administrative team which fell on deaf ears. Mr. Green stated that those are some of the concerns he has and that are upsetting to him. Mr. Green added that he hoped in the next year or two we can move forward with some of those concerns.

Mr. Fedorcha agreed that he did speak with Mr. Green about some of those items which he feels are legitimate and need to be looked at and will happen under his presidency. Mr. Fedorcha added that

some of these items should have been addressed in a different venue. Mr. Green argued that he brought them up today because he has talked about them in different venues and nothing has happened.

**ADJOURN-
MENT**

Mr. Keegan made a motion, which was seconded by Mrs. Kulp, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 7:51 p.m.

YEA: Mr. Distler, Mr. Green, Mr. Hartman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mr. Williams and Mr. Fedorcha (8)

NAY: None (0)

Respectfully submitted,

Gregory S. Williams
Secretary

ATTEST: _____ President
Gary S. Fedorcha