

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

**Slatington, PA**  
**August 7, 2006**

**PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mrs. Lauren A. Ganser, at 7:37 p.m. on Wednesday, June 21, 2006 in the gymnasium located in the Slatington Elementary School.

Acting the Secretary Mrs. Ganser appointed Mr. Follweiler as acting secretary for tonight's meeting in absents of Mr. Dorshimer. There were no objections to this appointment.

**ROLL CALL** Members present: Mr. Donald H. Dengler, Mr. Raymond J. Follweiler, Jr., Mr. Mathias J. Green, Jr., Mrs. Sheryl A. Giles, Mr. Peter A. Ruth, Mr. Gregory S. Williams, Mrs. Lauren A. Ganser (7)

Members absent: Mr. Franklin D. Beers, Mr. Bryan C. Dorshimer (2)

Non-members present: Dr. Nicholas P. Sham, Mrs. Lynne B. Fedorcha, Mr. Robert Kern, Dr. Linda Marcincin, Mrs. Karen Nicholas, Mr. John Hrizuk, Mr. David Papay, Mr. John Fidelibus, Ms. Christine Stafford, Atty. Charles Stopp (Solicitor), Atty. Keith Strohl (Solicitor's Office), Mr. Jeffrey Bachman, Ms. Laurie Newman-Mankos, Mrs. Andrea Madochick, and Mrs. Sherri A. Molitoris

Mrs. Ganser announced that the board was in an Executive Session prior to the meeting for personnel issues.

**VISITORS** Approximately thirty-three visitors attended the meeting, in addition to Joel Kern, reporter for The Times News and Tina Peng reporter for The Morning Call.

**APPROVE MINUTES** Mr. Dengler made a motion, which was seconded by Mr. Follweiler, that the minutes of the regular school board meeting held on June 21, 2006 be approved and ordered filed.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Giles, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**SPECIAL BOARD REPORTS**

Committee Reports and/or Meetings - Mrs. Lauren A. Ganser

Mrs. Ganser reported that the Technology/Buildings and Grounds and Finance committees held their monthly meeting on August 2, 2006. Mrs. Ganser asked Mrs. Stafford to report on Act 1 of 2006 and the forming of the tax study commission. Act 1 of 2006 study commission will study the taxes of the school district and must report back to the school district with their recommendation of what amount to change (earned income tax) to or changing from an eit tax to a personal income tax. The study commission is limited to a 9 member panel and it must be a cross section of the demographics of the district. The district office has created a questionnaire to be completed by those wishing to serve on the committee. The tax study commission must be in place by September 14, 2006 and must complete their study within 90 days from appointment. Mrs. Ganser stated that they will be appointing one board member to serve on the committee. Mr. Williams asked how they would choose who would be selected to be apart of the tax study commission. It was decided that there would be a 3 member panel of the board to screen the questionnaires and recommend to the board who should serve on the commission. Mr. Williams volunteered to serve on the screening committee.

Solicitor's Report - Attorney Charles Stopp

Attorney Stopp reported that state legislation is requiring a resolution change to the collection of Real Estate Transfer Taxes which would require a central collection change other than the recorder of deeds collection. The resolution should be arriving in the next few weeks and the board should adopt in early October so not to interrupt the collection of these taxes.

**SPECIAL  
BOARD  
REPORTS**  
(cont.)

to

Federal and Other Programs Update - Mrs. Lynne B. Fedorcha

Mrs. Fedorcha submitted a report to the board on the Adequate Yearly Progress (AYP) of our schools. She reported that the high school was in warning last year for math and this year they exceeded the 45% target for advance or proficient students (set by the state) by achieving proficient or advance for 64% of their students. She handed out the report this week for them review and will discuss it in more detail at the next board meeting.

Superintendent's Report - Dr. Nicholas P. Sham, Sr.

Dr. Sham reminded the board that interviews for the high school principal and assistant principal positions will take place on August 8 and asked the board to set aside the dates of August 14<sup>th</sup> & 15<sup>th</sup> for business manager interviews.

The Education Foundation received a grant for \$10,000 from Senator Rhoades for the building and equipment needed for the addition of the new Science Lab at the high school building.

He reminded the board that the organizational chart is on the agenda for approval tonight but that they should take into consideration this is a working document that can change at any time.

If board members are interested in participating in the interview process for principal, assistant principal or business manager positions please let Mrs. Molitoris know.

**PERSONNEL**

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

**PUBLIC  
COMMENT**

Mr. Delong asked about the co-curricular appointments and asked if debate team has been cut from the budget and no longer a part of the co-curricular activities. Dr. Sham reported that this was probably just an oversight and that it has not been cut from the budget.

Nomination  
for  
Appointment -  
Administrative

Donald Allen  
Assignment: Assistant High School/Middle School Transition Principal,  
replacing John Fidelibus who has resigned.  
Salary: \$63,000  
Effective Date: Upon Release of Current School District

Greg Derr  
Assignment: Director of Buildings/Grounds and Transportation, replacing  
Brian Geiger who has resigned.  
Salary: \$52,000\*  
Effective Date: Upon Release of Current School District

*\*The above salary is for a 6 month probationary period at which time, and with a satisfactory evaluation, the salary will increase by up to \$3,000 to a tentative yearly salary of up to \$55,000.*

Professional

Lori Wolfe  
Assignment: Professional Employee  
Computer Basics/Keyboard Fundamentals Teacher – Middle  
School replacing Carol Dorward who retired.  
Salary: \$42,500\* ( Step 7 Masters on the 2005-2006 CBA Salary  
Schedule)  
Effective Date: August 23, 2006

Sherly Hegedus  
Assignment: Temporary Professional Employee  
Title I Reading Teacher – Peters Elementary replacing Denise  
Papay who was administratively transferred to Kindergarten.

Salary: \$39,500\* (Step 1 Masters on the 2005-2006 CBA Salary Schedule)  
 Effective Date: August 23, 2006

**PERSONNEL**  
 (cont.)

Jamie Hillegass\*\*  
 Assignment: Temporary Professional Employee  
 High School Family and Consumer Science, replacing  
 Jessica Claycomb who resigned.  
 Salary: \$38,000\* (Step 1 Bachelors on the 2005-2006 CBA  
 Salary Schedule)  
 Effective: August 23, 2006

Temporary  
 Vacancy  
 Replacement  
 Kristin Hubbs  
 Assignment: Temporary Vacancy Replacement  
 Middle School Mathematics, replacing Theresa  
 Kokinda who was granted an unpaid childrearing leave  
 of absence for the 2006-2007 school year.  
 Salary: \$38,000\* (Step 1 Bachelors on the 2005-2006 CBA  
 Salary Schedule)  
 Effective: August 28, 2006  
 Termination Date: End of 2006-2007 School Year

*\*Last year's salary will apply until a new Collective Bargaining Agreement is approved.  
 \*\* Pending Emergency Certification from PDE.*

Non-  
 Professional  
 Pamela Stokes\*  
 Assignment: Cafeteria Office Aide, replacing Jane Distler who retired.  
 Salary: \$9.59 Per Hour/3 ½ - 4 Hrs. Per Day/5 Days Per Week  
 (2006-2007 Auxiliary Salary Schedule)  
 Effective Date: September 5, 2006

Non-  
 Professional  
 Kathleen Reese\*  
 Assignment: High School Learning Support Aide, replacing Kathy Leadbetter  
 who resigned.  
 Salary: \$9.59 Per Hour/6 ½ Hrs. Per Day/5 Days Per Week  
 (2006-2007 ESSA Agreement)  
 Effective Date: September 5, 2006

Sharon Harvey\*  
 Assignment: Slatington Elementary School Personal Care Assistant  
 Salary: \$9.59 Per Hour/6 ½ Hrs. Per Day/5 Days Per Week  
 (2006-2007 ESSA Agreement)  
 Effective Date: September 5, 2006 and will terminate if student no longer  
 resides in district.

Debra Knerr\*  
 Assignment: Middle School Cafeteria/Hall Monitor Aide, replacing Kathleen  
 Heiser who was administratively transferred.  
 Salary: \$9.59 Per Hour/3 Hrs. Per Day/5 Days Per Week  
 (2006-2007 ESSA Agreement)  
 Effective Date: September 5, 2006

*\*60-Day Probationary Period*

Administrative  
 Transfers -  
 Professional  
 Denise Papay  
 From: Peters Elementary Title I Reading  
 To: Peters Elementary Kindergarten, replacing Diane Seager  
 who was transferred to Second Grade.  
 Effective: August 1, 2006  
 Salary: \$53,400\* (no change in salary)

**PERSONNEL**

(cont.)

Administrative Diane Seager

Transfers - From: Peters Elementary Kindergarten  
 Professional To: Peters Elementary Second Grade, replacing Jennifer Schlegel who retired.  
 Effective: August 1, 2006  
 Salary: \$39,200\* (no change in salary)

Non- Kathleen Heiser

Professional From: Middle School Cafeteria/Hall Monitor Aide  
 To: High School Café/Library/Computer Room Aide, replacing Wendi Kern who resigned.  
 Effective: September 5, 2006  
 Salary: \$11.48/Per Hour (no change in salary)

*\*Last year's salaries will apply until a new Collective Bargaining Agreement is approved.*

Co-Curricular	Middle School Web Page Design Advisor	Donna Marushak	\$ 376.06*
Appointments	Middle School Intramural (Fall Net Sports)	Michelle Raber	\$ 751.32*
for 2006-2007	Middle School Intramural (Winter CPR)	Michelle Raber	\$ 751.32*
	Middle School Intramural (Spring Net Sports)	Michelle Raber	\$ 751.32*
	Middle School Newspaper	Catherine Farole	\$ 424.57*
	Middle School Student Council	Elizabeth Case	\$1,160.27
	Middle School Yearbook	Susan Bowser	\$
751.31*	Middle School National Junior Honor Society	Susan Bowser	One Half Of \$ 386.36*
	Middle School National Junior Honor Society	Jason Graver	One Half Of \$ 386.36*
	Elementary Band Director	Terry Jenkins	\$ 732.59*
	Elementary Chorus	Lora Krum	\$ 549.44*
	Senior High Band Director	David Carroll	\$4,394.47*
	Middle School Band Director	David Carroll	\$ 643.09*
	Middle School Boys Basketball	Richard Roberts**	One Half Of \$2,805.00*
	Middle School Boys Basketball	Joe Krempasky**	One Half Of \$2,805.00*
	Assistant Football Coach	Andrew Lynn	One Half Of \$4,168.66*
	Majorette/Band Front	Crystal Stehly	\$1,928.24*
	Freshman Class Advisor	Abby Bloss	\$ 583.15*
	Freshman Class Advisor	Ellen Yenser	\$ 583.15*
	Head Baseball Coach	Erv Prutzman	\$4,164.50*
	Assistant Baseball Coach	Steve Hluschak	\$2,707.65*
	JV Baseball Coach	Greg King	\$2,707.65*
	Sr. High Fall Intramural – Basketball	Richard Oertner	\$ 751.32*
	Head Track Coach	Bryan Geist	\$4,164.50*
	Assistant Track Coach	Michael Bonner	\$2,707.65*
	Assistant Track Coach	Michael Lehtonen	\$2,707.65*
	Assistant Track Coach	David Oertner	\$2,707.65*
	Assistant Track Coach	Douglas Reynolds	\$2,707.65*
	Head Softball Coach	James Yadush	\$4,164.50*
	Assistant Softball Coach	Jennifer Pinto	\$2,707.65*
	Assistant Softball Coach	Brian Schell	\$2,707.65*
	Head Varsity Girls' Soccer Coach	John Rusbarky**	\$4,636.35*

National Honor Society	Abby Bloss	\$ 458.91*
Senior High Student Council	Jonathon DeFrain	\$1,928.24*
Senior Class Advisor	Renee Evans	\$ 588.98*
Senior High Spring Intramural – Tennis	Renee Evans	\$ 751.32*
Sr. High Fall Intramurals – Tennis	Renee Evans	\$ 751.32*

**PERSONNEL**

(cont.)

Co-Curricular	Senior High Yearbook	Babette Guss	\$2,236.26*
Appointments	Junior Class Advisor	Michael Hammond	\$ 588.98*
(cont.)	Senior High Spring Intramural – Weightlifting	Todd Herzog	\$ 751.32*
	Sr. Hill Fall Intramurals – Weightlifting/Floor Tennis	Todd Herzog	\$ 751.32*
	Middle School Spring Intramurals – Weightlifting	Stephen Hluschak	\$
751.32*			
	Senior Class Advisor	Patricia Jones	\$ 588.98*
	Junior Class Advisor	Michael Lehtonen	\$ 588.98*
	SADD Advisor	Eric Schmidt	\$ 515.15*
709.69*	German Exchange Club Advisor	Lana Schmidt	\$
	Future Business Leaders Advisor	Bobbi Shupp	\$ 515.15*
	Senior High Newspaper	Denise Turoscy	\$1,688.90*
	Sophomore Class Advisor	Candice Saville	\$ 588.98*
	Sophomore Class Advisor	Scott DeLong	\$ 588.98*

\*Last year's salaries will apply until a new Collective Bargaining Agreement is approved.

\*\* Pending Verification of Clearances.

Supplemental Salary Schedule Approve the Supplemental Personnel Salary Schedule for the 2006-2007 school year as presented. (Attachment)

Volunteers Approve the following unpaid volunteer coaches for the 2006-2007 school year:

Volunteer Football Coach – Terry Bowman\*  
Volunteer Softball Coach – Gary Warmkessel

\*Pending Clearances

Resignations Accept the resignation of Frank Carazo from his position as Head Boys Baseball coach.

Accept the resignation of Robert Kern from his position as High School Principal, effective within 60 days from July 18, 2006 or until a replacement can be found.

Accept the resignation of John Fidelibus from his position as Middle School/High School Transition Principal, effective 60 days from July 18, 2006 or until a replacement can be found.

Accept the resignation of Christine Stafford from her position as Business Manager, effective within 60 days from July 20, 2006 or until a replacement can be found.

Accept the resignation of Matthew Wehr from his position as Middle School Choral Music teacher, effective July 19, 2006.

Accept the resignation of Matthew Wehr from his co-curricular positions of Middle School Chorus Advisor, Senior Class Play Advisor, Senior High Chorus Advisor and Senior High Musical Director effective July 19, 2006.

Rescind Appointment Approve to rescind the appointment of Mary Theresa Horvat as Middle School Temporary Vacancy Replacement Mathematics teacher for the 2006-2007 school

year. She has accepted permanent employment with another school district.

Approve to rescind the appointment of Mike Feifle as Assistant Football Coach for the 2006-2007 school year.

Retirement Accept the retirement request of Jennifer Schlegel from her position as Second Grade teacher at Peters Elementary School, effective the end of the day on June 16, 2006, at which time she began her retirement from Northern Lehigh School District after 28 years of service.

### **PERSONNEL**

(cont.)

Retirement (cont.) Accept the retirement request of Carol Sell from her position as Office Aide at Peters Elementary School, effective the end of the day on June 16, 2006, at which time she began her retirement from Northern Lehigh School District after 22 years of service.

Senior High Accept to appoint Diana Beltran as the Administrative Detention Supervisor in the senior high school. She will work Tuesday and Thursday from 2:30 p.m. to 4:00 p.m. throughout the 2006-2007 school year that warrants detention coverage. Salary will be \$20.00\* per hour worked.

*\*Last year's hourly rate will apply until a new Collective Bargaining Agreement is approved.*

Middle School Administrative Detention Supervisor Approve to appoint Veronica Scheffler as the Administrative Detention Supervisor in the middle school. She will work Monday and Wednesday from 2:20 to 3:20 p.m. throughout the 2006-2007 school calendar year that warrants detention coverage. Salary will be \$20.00\* per hour worked.

*\*Last year's hourly rate will apply until a new Collective Bargaining Agreement is approved.*

Substitute Senior High Administrative Detention Supervisor Approve to appoint Lisa Martinez as the Substitute Senior High Administrative Detention Supervisor in the senior high school for the 2006-2007 school year, working from 2:30 p.m. to 4:00 p.m. for every Tuesday and Thursday that warrants substitute detention coverage. Salary will be \$20.00\* per hour worked.

*\*Last year's hourly rate will apply until a new Collective Bargaining Agreement is approved.*

Saturday Detention Monitor Approve to appoint Patricia Eby-Manescu as the Secondary Saturday Detention Monitor for the middle school and senior high school for the 2006-2007 school year, working 3 hours every Saturday that warrants detention coverage. Salary will be \$20.00\* per hour worked.

*\*Last year's hourly rate will apply until a new Collective Bargaining Agreement is approved.*

Substitute Monitor Saturday Detention Monitor Approve to appoint Diana Beltran as the Substitute Secondary Saturday Detention Monitor for the middle school and senior high school for the 2006-2007 school year, working as a substitute for 3 hours every Saturday that warrants substitute detention coverage. Salary will be \$20.00\* per hour worked.

*\*Last year's hourly rate will apply until a new Collective Bargaining Agreement is approved.*

School Dentist Approve to appoint Dr. Harry Schleifer of Professional Dental Associates as the school dentist for the 2006-2007 school year at the quoted fee of \$1.00 per student.

Football provide Game Physician	Approve to appoint Allentown Sports Medicine and Human Performance Center to football game physicians for the 2006-2007 school year at a quoted fee of \$70.00 per game.
School the Physician	Approve to appoint Dr. Sally Rex as school physician for the 2006-2007 school year at same quoted rates as the 2005-2006 school year. It is also recommended that Allentown Sports Medicine be employed as athletic sports physical doctors to assist with possible conflicts that may arise in scheduling athletic physicals.

**PERSONNEL**

(cont.)

Salary Adjustments Acknowledge the following teachers who have completed the requirements per the Collective Bargaining Agreement that would entitle them to a salary increase for the 2006-2007 school year:

Carleen Binder

From: Step 3B  
To: Step 3B + 24\*

Melissa DeSocio

From: Step 5B + 24  
To: Step 5M\*

*\*This salary adjustment represents a lateral move from Bachelors to Masters on last years 2005-2006 Collective Bargaining pay schedule. Personnel will not move to the next step until a new Collective Bargaining Agreement is approved.*

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Giles, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

Dr. Sham took a few minutes to thank Mr. Kern, Mr. Fidelibus, Ms. Stafford and Mr. Wehr for their years of service to the school district. He mentioned that these are significant people to our district that will be sorely missed. He thanked them for their support over the years and said that this school district is where it is today because of these people.

Mr. Kern stated that he believes this is one of the greatest school districts in the Lehigh Valley. He is leaving with no anger or animosity but he is leaving with much disappointment because of the difference in philosophy. His challenge internally is what is best, not just for the tax payers, but for the kids. He will take this philosophy wherever he goes. He feels that when we need to make decisions, this should be our only concern, not necessarily the bottom line dollar. He thanked Mr. Williams for his visionary, Mr. Green for his support, and Mrs. Fedorcha and Mrs. Newman-Mankos for their outstanding mentorship. He stated that Mr. Bachman, Mr. Hrizuk, Mrs. Madochick, and Ms. Stafford are all outstanding administrators. He thanked Mrs. Nicholas, Ms. Marcincin, and Mr. Papay for their support, guidance and help. He made the promise that he will support the new administration and that there will be a smooth transition. He hopes and prays that the new administration will receive the respect and trust they so duly deserve.

Mrs. Stafford read a prepared speech. (attachment)

Mrs. Ganser stated that the board wishes all of these administrators the best on their future endeavors. She also stated that the district welcomes the new administrators who have agreed to join the Northern Lehigh team and hopefully continue the ground work initiated by these wonderful folks and continue to strive towards the excellence in education for Northern Lehigh. There is not a doubt that these folks will be missed.

**PUBLIC COMMENT** Carrie Beleno – Washington Twsp – Dr. Sham, there have been a lot of administrators leaving our district. I would like to know honestly what you, and/or the board, has done to prevent this?

Dr. Sham said that he will speak from a personal standpoint and then the board can comment. He stated he has told the board on several occasions that we need to value administrator and that administration needs to know that what they are doing is important and makes a difference. This is not something new. It began months ago and he continued to make the board aware of this. He hopes in the future that the board will consider this when they again try to rebuild a team. He stated that when you look at Maslow's hierarchy of needs one of the things that is shown in that research is that people are not necessarily driven by the need for money but by the need to feel good, secure, important, and to feel as though they make a difference, and that is what drives peoples happiness in their positions. He feels that people did not leave for more money but because of issues that have come up. He stated that we need to grow from this. We

**PERSONNEL**

(cont.) need to grow stronger and rebuild our team and he hopes that will happen. He stated that he has done everything in his power to keep these people here. He said that they have chosen to leave and this is the right choice for them at this point. He doesn't feel that there was anything that we could have done at this point to keep them here short of the long term changes that need to take place. He said they will continue to press the issue, drive forward, make a statement to do what is right, and we need to treat people like first class citizens. He has pointed out on occasion to the board that there is a book written, *Good to Great* by Jim Collins, and in that book he talks about the 5 greatest companies in the United States. The key reason these companies are great companies is because they value people. We are in the people business and when people are not valued, it hurts an organization greatly and we need to get better at valuing people.

**CONFERENCE**

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

Dr. Nicholas P. Sham – Lehigh University School Study Council Study Tour 2006 – sponsored by Lehigh University School Study Council – September 26-29 – Toronto, Canada – Registration, Lodging, Travel: \$1,095.00 – Meals: \$180 – Total Approximate Cost: \$1,275.00 – Funding: Superintendent's Budget

Ellen Jane Yenser – Asperger's Syndrom: What Is It? – Sponsored by: CLIU#21 – Schnecksville, PA – August 8 & 9 – Registration: \$125.00 – Funding: IDEA

Hali Kuntz – Asperger's Syndrom: What Is It? – Sponsored by: CLIU#21 – Schnecksville, PA – August 8 & 9 – Registration: \$125.00 – Funding: IDEA

Laurie Newman-Mankos – Eastern PA Special Education Administrator's Conference – Sponsored by: CLIU#21 – Hershey, PA – October 18 & 19 – Lodging: \$385.00 – Travel: \$54.00 – Total Approximate Cost: \$439.00 – Funding: IDEA

Joanne Perich – Helping Struggling Writers – Strategies for Teachers – Sponsored by CLIU #21 – Schnecksville, PA – August 16 & 17 – Registration: \$125.00 – Funding Curriculum & Instruction Budget.

Mrs. Fedorcha asked about Mrs. McMullen and her conference request to attend the Helping Struggling Writers conference. She asked the board if they would amend their



motion to include Mrs. McMullen to attend that conference. Mr. Williams and Mrs. Giles amended their motion to also approve the following conference:

Diane McMullen – Helping Struggling Writers – Strategies for Teachers – Sponsored by CLIU #21 – Schnecksville, PA – August 16 & 17 – Registration: \$125.00 – Funding Curriculum & Instruction Budget.

**PUBLIC COMMENT**

Donna Kulp – Washington Twsp – Dr. Sham how can you ask the board to approve a conference with a dinner cruise when our district is struggling financially. How can you ask the public to support entertainment such as this?

Dr. Sham explained that this is part of a package offered by the Lehigh University Study Council and that you can not pick and choose what items you want to attend. The cost includes everything and you can not separate items. Said if we were able to separate items, he would not elect to on the cruise because of the financial situation of the district.

**PUBLIC COMMENT**

Donna Kulp – Washington Twsp – Is there not another conference that you could go to that would be better use of school district money?

Dr. Sham said that Lehigh University Study School Council is one of the best educational trips offered because it involves all of the superintendents in the Lehigh Valley and it is very carefully planned.

**CONFER-  
ENCES**

(cont.)

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Giles, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**POLICY**

Mr. Follweiler made a motion, which was seconded by Mr. Dengler, that the Board of Education approves the following policy items:

Cooperative Purchasing Council Authorize the resolution to become a member of the Lehigh Valley Cooperative Purchasing Council effective immediately. There is no fee associated with membership in this council.

Purchasing Council Representative Authorize Greg Derr, Director of Buildings/Grounds and Transportation to serve as Northern Lehigh representative to the Lehigh Valley Cooperative Purchasing Council.

Non-Resident Students Northern Lehigh School District to begin the 2006-2007 school year in accordance with school board policy #202. Approve the request of parents of two students at Peters Elementary School, who are moving into the district on or before September 29, 2006, to enroll in the

Student-Student-Parent Handbook Changes Approve the changes to the Elementary School and Northern Lehigh High School Parent Handbooks as presented.

Agreement of Sponsorship Approve the Agreement of Sponsorship To Attend Another Pennsylvania Community College for Erika Shafer, in accordance with the guidelines established under Policy #912. Beginning in the Fall of 2006 she will be a fulltime student at Northampton Community College to pursue her course of study as a Dental Hygienist.

Trip Approve the request of the Northern Lehigh High School Marching Band to travel to

Request Florida and perform at Disney World in the spring from April 2, 2007 through April 7, 2007.  
There will be no cost to the district for this trip.

Organizational Chart Approve the Northern Lehigh School District Organizational Chart, as presented after changes. (Attachment)

Close An Account Approve the request of the senior high school to close the Class of 2006 account in accordance with the Student Activities Account guidelines. The account balance is \$682.90 and the Class of 2006 is recommending that the funds be transferred to the Library account which is part of the Activities Fund.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Giles, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**CURRICULUM AND INSTRUCTION**

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

Daily Tuition Bethesda Day Treatment Center, Inc. The Bethesda Day Agreement of Service with Bethesda was previously approved for the 2006-2007 Treatment school year on April 3, 2006.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Giles, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**OLD BUSINESS**

Mr. Denlger made a motion, which was seconded by Mr. Ruth, that the Board of Education approves the following old business item:

Act93 Agreement 2006-2010 Approve to accept the Act 93 Administrator Compensation Plan for Northern Lehigh School District Middle Level Management Team, as presented.

board Mrs. Ganser made a statement that this is a living, working document which we have met with and discussed with the group and in the event a questionable issue arises we the will obtain any reasonable request for discussion in good faith and fairness.

Mrs. Nicholas stated that she believes that we should be taking care of our teachers first before the Act 93 agreement is agreed upon.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Giles, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**FINANCIAL**

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

Cash Management Portfolio Approve the Arthurs Lestrangle Cash Management Portfolio for the month of May & June 2006.

PC Abate-ments and Exonerations Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.

NLHS Scholarship and Student Approve the Northern Lehigh High School Scholarship Account Fund Statement for the month of June 2006.

Activities month of Account Approve the Northern Lehigh High School Activities Account Fund Statement for the month of June 2006.

NLMS Student Activities Acct Approve the Northern Lehigh Middle School Student Activities Account Fund Statement for the month of June 2006.

Lease Agreement Desktop Computers Approve the lease of one hundred and twenty four (124) desktop computers, to replace the existing outdated classroom computers in the High School, Middle School and Peters Elementary from California First Leasing Corporation 18201 Von Karman Avenue, Suite 800 Irvine, CA 92612 for \$46,567.55 per year with a lease term of 36 months and a one (\$1) dollar buyout option at end of the lease. Funds to come from the 2006-2007 Technology Budget.

Analysis Services Act I are Tax Study Commission Enter into an agreement with Arthurs, Lestrangle & Company, Inc. to provide analysis services required by Act 1 for a Tax Study Commission. Services included in the analysis outlined on the document, as presented. The fee associated with this service is \$2,500.

**FINANCIAL**  
(cont.)

Awarding Bid Diesel and Unleaded Gasoline Approve the awarding of bids for diesel fuel and unleaded gasoline with a contract period from July 1, 2006 – June 30, 2007.  
Award to Farm & Home as follows:

	High Sulphur		Low Sulphur		Unleaded Gasoline
	Regular	Winter Blend	Regular	Winter Blend	
Fluctuating Base*	2.7300	2.7500	2.7400	2.7600	2.7590

\* Price changes determined by Farm & Home Macungie rack posting on the day of delivery.

YEA: Mr. Dengler, Mr. Follweiler, Mrs. Giles, Mr. Green, Mr. Ruth, Mr. Williams, Mrs. Ganser (7)

NAY: None (0)

**LEGAL**

**CORR-ESPON-DENCE**

Mrs. Ganer mentioned again that she received an anonymous letter and because it was not signed that she can not comment back to the person who wrote the letter.

**INFOR-**

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meetings

**MATION**

held on May 15, June 19 and July 6, 2006.

Minutes of the Washington Township Board of Supervisors meetings held on May 9, 2006 and June 13, 2006.

Minutes of the Borough of Slatinton Parks & Recreation Commission meeting held on June 19, 2006.

Minutes of the Lehigh Carbon Community College Board of Trustees Meetings held on June 1, 2006 and July 6, 2006.

Minutes of the Lehigh Career and Technical Institute Joint Operating Committee meeting held on May 24, 2006 and the LCTI Director's Report for June 2006.

**RECOGNITION OF GUESTS**

Mr. Kern wanted to thank Dr. Sham for his vision, support, being a crying towel, and a whipping person. He said that Dr. Sham has created so many opportunities for people to grow in this district and he doesn't believe the community, or this board, understands what a valuable gem he has been educational for this district.

Carrie Beleno – Washington Twsp – Through my observation I am disappointed that the board did not clap. She would like a copy of the Act93 agreement when it is signed.

Marci Sipos – Washington Twsp – I have a third grader and a sixth grader. I have one question for the board. We have the best teachers. We have the best administration. Are you going to allow them to be her through my children's education here at Northern Lehigh? Secondly, when asked if you wanted to make a comment about the resignations, no body commented no body said anything. What else would the board like to say about Mr. Kern leaving and are you going to continue to run our administrators out of this district? You are

elected here and it is not a given that you will be here for your next tenure. I don't care who would like to answer that, it doesn't matter.

**RECOGNITION OF GUESTS**  
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Mrs. Ganser asked if someone would like to answer that.

Mr. Williams said that it is very difficult to talk about individuals who are leaving and why they are leaving. A

lot of this stuff is confidential. People being upset and why they are upset, salary issues, contract issues this stuff is not allowed to be discussed. He understands why the public is upset. He stated that there was not one person on the board that said, "Boy, I'm glad we got rid of Mr. Kern." Everybody is extremely sorry to see him go. He stated, we are elected and we are trying to do the best we can. None of us can do everything perfectly. We certainly can strive for it. Just a few short months ago when we ran we talked to many people and never were we asked, "What are you going to do for this or that?" People only wanted to talk about taxes. There still is a huge portion of this community that only cares about their taxes. We understand that taxes can't be the only reason we approve or disapprove something. I think every decision we make we have to look at what is best for this district as a whole. He expects the staff, administration, and superintendent to say that all of our decisions have to be made based on what is best for the kids education. Reality is, that can not be the only thing we think about. When a decision is made, somewhere in the back of our minds, there has to be a balancing act between what we need for the district but we also need to take into account the tax payers of this district. I disagree

with Mr. Kern about what is best for the kids being the only factor in our decision. I do believe that every school board member up here still cares about the kids education and wants to do what is best but we also need to balance between that and taxes.

Joan Varlek – Slatington – She said she understands what the board is going through having been a past board member herself. She also understands about the balance between education and taxes. She went on to say that when you see the amount of exodus that you are seeing right now you really have to take a serious look. If that kind of exodus was happening in industry the person who was managing people would be gone. This is an indication that something is seriously wrong. She doesn't know what it is because she is not privy to it but we are really losing ideal administrators and teachers. This district has come a long. Northern Lehigh use to be known as that country school up north but that has changed. Our AYP scores should be published and applauded. She is not seeing any encouragement. Something is truly going wrong and she hopes the board is going to take a look at it.

Mrs. Ganser stated that she appreciates everyone's comments as she hopes the rest of the board and administrators does. Personally she would like to say this is not an easy task and repeating what Mr. Williams said everyone on this board has education in mind and they do have to balance so many different things. The thing that she finds unfortunate is that the board is always made out to be the bad guys and that's not always true. There's a different group of people here tonight and if they were discussing a different topic there would be a different group. When the board is making these decisions, or any decisions for the school district, they have to play a balance between the issue and every detail. Unfortunately when they do this some people feel they are interfering but she thinks it's them trying to grasp an understanding of things much better. No doubt to the district is losing some important people. On the other hand the district can not force anyone stay and the board wishes them the best of luck. She stated that she is looking forward to helping and rebuild a team. It will be a difficult task but it is something everyone has to look positive towards not dwell on the negative. Northern Lehigh does have a gem of a school district. It is not the intention of any of the board members to put anyone down or condemn them for what they are doing. The board feels this school district has made great strides towards being a better place and they hope they can continue that.

Laurie Newman-Mankos stated that Northern Lehigh has an incredible administration team and some days that is the only thing that gets them through the day. Dr. Sham is the one that keeps them going some days when they think they are going to drown. She stated that Mrs. Ganser said comments are not meant to hurt people or they can't keep people from going, then she guesses staff members are suppose to ignore the comments that are said out loud, behind their backs, in front of their faces and the cruel things and the sarcastic comments and staff is suppose to ignore all that. She said they are adults and they are professionals and they will try to do that but they are trying to hold on the best they can. She continued saying, the district is losing Mr. Kern, Mr. Fidelibus, Ms. Stafford, Mr. Geiger and Mr. Bertolino, great teachers and aides and the district is

**RECOGNITION OF GUESTS**

(cont.)

need  
stay  
them.

going to loose a lot more. Northern Lehigh had an administrative team that was so incredibly tight and worked so well together but when is it going to stop and what is the group going to do to stop it. That is what she is worried about. Staff members are holding on so tight each day and all they is encouragement from the board. Staff members are doing the best they can and they want to here. They are loyal to the district. They need some help from the board. She said that Greg is doing everything he can but employees need some outward signs that the board is supporting them. They need that from the board and that is what everyone is asking. She is saying this with all due respect, they just need some outward signs. That's all they need.

**ADJOURNMENT**

Mr. Williams made a motion, which was seconded by Mr. Dengler, that the regular meeting of the Northern Lehigh Board of School Directors is adjourned at 8:45 p.m.

Sincerely,

Raymond J. Follweiler, Jr.  
Acting Secretary

ATTEST: \_\_\_\_\_ President  
          Lauren A. Ganser