

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
September 4, 2007

- PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Peter A. Ruth, at 7:34 p.m. on Tuesday, September 4, 2007 in the boardroom located in the Slatington Elementary School.
- ROLL CALL** Members present: Mr. Donald H. Dengler, Mr. Bryan C. Dorshimer, Mr. Raymond J. Follweiler, Jr., Mrs. Lauren A. Ganser, Mr. Mathias J. Green, Jr., Mrs. Donna M. Kulp, Mr. Gregory S. Williams, Mr. Peter A. Ruth (8)
- Members absent: Mrs. Sheryl A. Giles (1)
- Non-members present: Mr. Donald Allen, Mrs. Lisa Blank, Mrs. Jill Chamberlain, Mr. Greg Derr, Mrs. Lynne B. Fedorcha, Mr. John Hrizuk, Dr. Linda Marcincin, Mrs. Laurie Newman-Mankos, Mrs. Karen Nicholas, Mr. David Papay, Ms. Rachel Parisi (Student Rep.) Ms. Maria Pinnata, Mrs. Diane Ruff, Dr. Nicholas P. Sham, Sr., Mr. Michael Showak (Student Rep), Attorney Charles Stopp (Solicitor), Mr. Keith Strohl (Solicitor's Office), Mrs. Dawn Wadsworth, Mrs. Aileen Yadush and Mrs. Sherri Molitoris.
- PUBLIC Comment** Eugene Mayberry – stated that the matter he wanted to discuss with the Board has already been discussed and unless anyone would like anymore input from him regarding Patricia Mayberry and Lori Paules, which he would be glad to do, he will leave with his people.
- VISITORS** Approximately fifteen visitors attended the meeting in addition to Terry Ahner reporter for The Times News.
- APPROVE MINUTES** Mr. Dorshimer made a motion, which was seconded by Mr. Williams, that the minutes of the regular school board meetings held on August 6, 2007 and August 13, 2007 be approved and ordered filed.
- YEA: Mr. Dengler, Mr. Dorshimer, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Ruth (8)
- NAY: None (0)
- SPECIAL BOARD REPORTS** Mr. Ruth said that he received a call from Mrs. Giles asking if there was anyone on the Board who could attend her meetings at Lehigh Career and Technical Institute until December. Mrs. Kulp volunteered to cover for Mrs. Giles in her absence. Mr. Dorshimer stated that he is not sure if Mrs. Kulp would be a voting member. Mr. Green said the Board should make Mrs. Kulp official so she can participate in the meetings and be a voting member. Mrs. Kulp stated that she would check with Mrs. Giles to see if she actually does want to resign from her position on the LCTI Board.
- Committee Reports and/or Meetings
- Minutes of the Technology Building and Grounds Meeting held on August 8, 2007 were distributed.
Minutes of the Finance Committee Meeting held on August 8, 2007 were distributed.
Minutes of the Policy Committee Meeting held on August 15, 2007 were distributed.
- Student Representatives to the Board Report
Ms. Rachael Parisi and Mr. Michael Showak distributed their written student representative report and verbally reported on its contents.
- Attorney Stopp swore in the new student representative to the board, Mr. Michael Showak.

Solicitor's Report - Attorney Charles Stopp reported on a recent decision involving the Pennsylvania Land and Title Association that has stood for the proposition now that district's, even though they are using private collector's to collect their delinquent real estate taxes, are still required to make delinquent real estate tax reports to the County Tax Claim Bureau. Currently when the Pennsylvania Land and Title Company is searching titles and making sure there are no liens, including real estate tax liens against properties that they are insuring, they are required to check the local tax collector, the County Tax Claim Bureau and the private collector. There is some legislation to try and resolve this. Tax Claim Bureaus currently still have the ability to collect 5% of the receivables even though the Tax Claim Bureaus may not be the entity collecting the delinquent tax.

Business Manager's Report - Mrs. Lisa A. Blank reported that the State Auditor's have completed auditing fiscal years 04/05 and 05/06. There will be an audit review meeting on September 6, 2007 at 10:00 a.m. and board members are invited.

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

Dr. Sham distributed the 2007-2008 District Goals. They were distributed for review by board members and they will be on the next board agenda for approval.

Dr. Sham introduced Mr. Barry Brobst from Architectural Studios who will summarize the Feasibility Study and the three (3) options addressed in the study and answer any questions. Mr. Les Bear who is our financial advisor will then address the financial implications and also answer questions.

Barry Brobst explained that there was an enrollment study done and the study showed projections of a flat stable enrollment. He further stated that the construction costs at that time were based on 2006 dollars and over a year later those numbers appear to be safe. Areas of concern that were looked at when deciding which of the three (3) options to recommend to the Board were capacity of buildings per student, change in educational programs since the 70's, special needs programs, safety and security issues and many of the mechanical systems in Slatington Elementary are at the end of their anticipated life span for a building of this age. He explained the three (3) options for renovations in the feasibility study. Option one (1) was to renovate Slatington Elementary only which involved adding an addition for 6th grade, changing the multipurpose room to bring the office area down on the first floor for security and adding a new multipurpose room. Cost for this option would be between 18 and 20 million dollars. Option three (3) was to change Slatington Elementary School to a 3rd – 5th grade building and move the 6th grade to the Middle School. Moving the 6th grade to the middle school would allow for classrooms at the elementary school to be used for the special needs programs. This option would involve an addition to the Middle School for 6th grade and a renovation to the middle school kitchen equipment. Cost for this option would be between 17.4 to 19 million dollars. Option two (2), which was the option that was recommended by the committee, was to change Slatington Elementary School to a 3rd – 5th grade building and moving the 6th grade to the middle school. Renovations to Slatington Elementary would include moving the office down to the first floor for security reasons, adding a multipurpose room onto the elementary school and providing computer and special education needs rooms on the second floor of the multipurpose room. At the middle school there would be an addition for the 6th grade and upgrades to the middle school kitchen equipment. Costs for this option would be between 20 -21.5 million dollars.

Mr. Dorshimer asked what drives up the cost of option two.

Mr. Brobst stated that the construction of the new gym would be the big increase. Mr. Brobst said that 6th grade in the middle school is a more ideal location. In the future if there is an addition in enrollment at the elementary level it would be easier to put an addition on the elementary school.

Mr. Green asked if Mr. Brobst had identified any deficiencies in the gym. Several of the options have us tearing down a gym and building a new one. He asked if there was any way to move doors and keep the gym. Building a gym is expensive because it is two stories and you have locker rooms.

Mr. Brobst said he is not building any major locker rooms. He does not think it is a big deal to move the gym. When you say a more expensive facility, we are not building a lot of internal partitions and walls that would go along with a space if we were building classrooms. He is not sure if tearing down a gym and rebuilding it would be the more expensive of the options. If the Board agrees to move ahead with option two and would like Mr. Brobst to examine the possibility of keeping the gym where it is and reconfiguring something else in efforts to not build a new gym he would be willing to see if there would be a cost savings.

Dr. Sham stated that the gym currently is somewhat inadequate even now for the classes that are in there.

Mr. Brobst stated that what he would like to do with the gym is put it in a more remote setting so it can be use by outside organizations in the evening and those organizations would be locked out of the rest of the building.

Dr. Sham asked Mr. Brobst if it was possible to move the offices downstairs for security purposes and still keep the gym where it currently is located.

Mr. Brobst said that he definitely would like the offices moved downstairs. He feels that is one of the most important security issues. He said there could be the possibility of expanding out front to move the offices down but feels that may be more costly. He further explained that on the second floor of the gym will be two special education classrooms and a computer room. If you do not build the gym, you will need to put the classrooms that were to be put on the second floor of the gym someplace else.

Mr. Green asked in each option what would be the capacity of students per building.

Mr. Brobst stated that in option one student capacity at Slatington Elementary would be 625, option two at Slatington Elementary would be 475 and the middle school would be 541 and in option three, Slatington Elementary would be 450 and the middle school would be 541.

Mr. Green asked what we are gaining in student capacity as opposed to what we currently have.

Mr. Brobst stated that currently Slatington Elementary can house 700 pupils but he said that number is misleading. You currently have special needs programs in spaces they should not be in. Option two is providing space needed for the special needs programs. He further stated that if you put the special needs programs in adequate spaces in the building, that student capacity number drops. He further stated that with the four classrooms grouped together there are no hallways and students are moving through a classroom to get to other places throughout the building and that is classroom space that is really inefficient.

Mr. Dorshimer asked with option two if we were compliant for parents and students with disabilities.

Mr. Brobst stated yes.

Mr. Dorshimer further asked with option two if we are getting a complete renovation not a partial renovation. There will not be different tile and different carpet in areas throughout the building.

Mr. Brobst said yes. He said the brick walls will stay because there is nothing wrong with the brick walls.

Mr. Dorshimer asked if the multipurpose room in option two gives you locker rooms.

Mr. Brobst said there will be locker rooms. They will have a few lockers for street clothes and a couple of bathrooms, but there will not be gang showers as in a typical locker room.

Mr. Dorshimer asked if the multipurpose room would be constructed to the size to play regulation basketball.

Mr. Brobst stated yes.

Mr. Dorshimer asked if anything was being done with the district administrative offices.

Mr. Brobst stated that other than mechanical upgrades necessary, they were not planning on doing many renovations in that area at all.

Mr. Dorshimer asked what renovations were being planned for the elementary school cafeteria.

Mr. Brobst stated new energy efficient lighting, new mechanical systems, sprinkler system according to fire codes, more of a mechanical upgrade to that area.

Dr. Sham asked what option two would mean for the middle school, especially the cafeteria.

Mr. Brobst said the middle school would only be renovations to the kitchen area and adding a block of classrooms. The cafeteria area with the annex would be enough seating for 3 lunches.

Dr. Sham said the upgrades would be to the equipment in the kitchen, redoing some of the space consideration and lighting.

Mr. Dorshimer asked with option two if that does not cut into some practice fields.

Mr. Brobst stated that he was just coming up with square footage to cover the cost for the renovations. He would have to meet with faculty and staff to see where the best place would be to put the classroom addition.

Mr. Green asked if PDE looks at a 6th grade differently if it is in a middle school. Is there a possible difference in reimbursement if it is in the middle school as opposed to the elementary building?

Mr. Brobst said 6th grade is still considered elementary when we do it in a middle school setting. Reimbursement might be a little higher on a secondary level because it goes by cost per student.

Les Bear distributed paperwork on the financial analysis of the district to all board members and reported on its contents. He talked about interest rates over the years and the past couple of months. He said that they have been seeing school district interest rates moving to higher level of interest in the current market. Our school district's current debt will be paid in total in the year 2015. He outlined that in the year 2004 the Board passed a debt incurring resolution for \$24,000,000.00. This means the board has the opportunity to go forward with a bond issue at sometime in the future and have some of that \$24,000,000 exempted from the index under Act I. He explained how the \$24,000,000 will depreciate each year over time if the bond is not issued. He further explained that if you issue a \$10,000,000 bond or less within a calendar year, it is a bank qualified debt and you get better interest rates by about a quarter of one percent. If you go over that amount, it is a non-bank qualified debt and you eliminate banks as buyers of bonds therefore you reduce the universe of buyers and the rates become higher. Another reason for keeping the bond bank qualified is you can keep all the investment earnings and file it back into the project. If you go over the \$10,000,000 you get into a different rule where if the money costs you 4.5% you can only earn and keep 4.5%. Anything earned over that 4.5% goes to the federal government. Whenever you borrow new money you must satisfy the following parts. One, you must incur 5% of the money borrowed within the first 6 months. Second, Plan Con A needs to be filed. Third, you need to engage an architect and have a contract. Four, you need to proceed with do diligent.

Mr. Dorshimer asked if we go after the \$10,000,000, the Architect is drawing up the prints, Plan Con has been filed, we go out for bid and the Board finds out that instead of a

\$24,000,000 project it turns into a \$44,000,000 project, can the Board then decide not to do the renovations? Can we give back the \$10,000,000 plus whatever it costs us?

Mr. Bear said yes. There is a 5 year call protection for the investors in the bonds. Meaning if the Board made a decision at a public meeting to stop the project that money would be immediately escrowed the next business day in an investment account. It would sit there for the balance of the 5 year term and then the bond holders would be repaid.

Mr. Dengler asked if the cost of the three options included the engineering fees and the architectural fees.

Mr. Brobst stated that those figures include the soft cost.

Mr. Bear said that in order to do a 2007 financing, there is a lot of decisions that need to be made. The financing, if you would decide to do that, needs to be settled in 2007 if you want to take advantage of what he outlined in his handout. This means there needs to be a bond sale by the last week of November.

Mr. Dorshimer asked if the board decided to move ahead with the renovations to the building would it be best to go after the \$10,000,000 this year.

Mr. Bear said that if the board can satisfy the requirements he spoke of, then yes.

**PUBLIC
COMMENT**

Tom Papay – Washington Township thanked the board for doing such a fine job on the budget this year. He said the question for this year is whether we go into the expansion program at the elementary school. He would like to know, since PDE thinks there will be a decrease in our population and the PEL thinks there will be no change, how many studies do we have to pay for until it comes up in favor of this building project. Are we going to do another study? Everything he is looking at says the population is dropping.

Dr. Sham said the PEL's interpretation was different than PDE. PDE is saying that our population would decrease but the PEL took into consideration the building projects going on in the township and rather than saying it is decreasing they are saying it will stay relatively flat.

**PUBLIC
COMMENT**

Tom Papay asked if enrollment is going to stay flat, don't the facilities we have cover that?

Dr. Sham said it is not just space. You need to consider the building is aging and it is reaching the end of its life span. He further explained that within this building we have classes being taught in the hall and in classroom spaces that are much smaller than required. There is no more space available in this building. That represents a security and safety issue. The tiles on the floor are asbestos tiles. At the current time this is not an issue but given a period of time could become a problem. He said staff has been asking to move to an enclosed classroom setting. Since you will need to do some renovations to the building at some point in time because you do not want to let the building deteriorate, why not make the decision now to renovate the building. He said the money is available at this point in time. The smartest thing to do is to take into consideration that you might have growth and if you do, the growth will be at the elementary school first. You also have to look at the educational reasons. The smartest thing is to move the 6th grade to the middle school. These all need to be taken into consideration by the Board. They can choose to do nothing and not renovate anything if that is the choice they want to make.

**PUBLIC
COMMENT**

Tom Papay said twenty years ago he sat on this board when the decision was made to close the school at Walnutport because of an asbestos problem which turned out to be bogus. One of the school board members at that time voted to close the building and then opened a day care center in that building without any asbestos removal being done. As for the \$24,000,000 of grandfathered debt, that does not cover the entire cost of this project. He has been in construction his entire life and when they come out with these figures it just never works. Doesn't the Board think the community should have some say about the increase in taxes?

Mr. Ruth stated that the study did have community involvement.

**PUBLIC
COMMENT**

Tom Papay said he is just becoming aware of this because he is starting to look at where he is paying his taxes and they are becoming pretty darn high.

Mr. Ruth stated that as a Board they realize that also.

**PUBLIC
COMMENT**

Tom Papay asked how many community members where on the committee. The only thing he knows about this committee is what he reads in the paper.

Dr. Sham stated anybody who wanted to be on the committee was invited to be on the committee. He said there were 6 original community members plus administrators that needed to be a part of the committee. Everyone had an opportunity for input.

**PUBLIC
COMMENT**

Tom Papay feels that the community can't afford this and he can't agree with any current board member who votes for this. He asked Les Bear what would happen if they wait until 2008. How much problem would that cause us if we wait until next year to see how the economy is going? He is very involved in developing in this town and things are dead. Things are at a complete stand still.

Les Bear said there is a huge question in where interest rates are going in 2008. The other is if we wanted to maintain bank qualified debt, will the \$10,000,000 be enough for the construction during 2008 or will you need to borrow more than \$10,000,000 to keep the project moving forward.

**PUBLIC
COMMENT**

Tom Papay asked if they go out and get an architect in order to find out the total cost of the project, how much of the soft money will we get back if we decide to scrap the plan. We will not get the whole architectural fees back. We have to pay for their work.

Les Bear said that question can not be answered because it depends on how far along you are in the design as to how much money it will cost you.

PUBLIC

Tom Papay said looking at the enrollment projections, in 2015 there will only be 1762 students. **COMMENT** In 2005 there are 2094 students. We are going down over 300 students. That is from PDE.

Dr. Sham said that is not the numbers from the PEL.

**PUBLIC
COMMENT**

Tom Papay asked how many groups have to tell us what way we are going.

Dr. Sham said that is why the PEL study was done. The Board needed to look at enrollment projections from PDE and residential building projects also needed to be taken into consideration. That is how the PEL determined that our enrollment projections were going to stay flat. In September, the PEL will be doing our present enrollment from this year and adding it into the mix at no cost.

**PUBLIC
COMMENT**

Tom Papay said the way the economy is going they are going to have to force interest rates down even more next year to get anything going in this country.

Mr. Ruth said what happens if it doesn't.

**PUBLIC
COMMENT**

Tom Papay said that he can not see them not doing it because things are in such bad shape. He feels it is worth the gamble to wait until next year to decide.

Mr. Ruth stated that everything Mr. Papay has brought up tonight is everything the Board has to look at.

**PUBLIC
COMMENT**

Tom Papay hopes the board takes a serious look at it because he buys this school district a new car every year.

**PUBLIC
COMMENT**

David Schnaars – Slatington Borough – He does not know if Slatington Elementary needs renovations or not. He has not been here or listened to discussions. The Board is going to have to make that decision. What bothers him is financing of the project. He was opposed to the previous Board's decision a few years ago to set the \$24,000,000 aside to do an end

run around the law which would require the Board to sell the project to the community first. He said if this project is needed the Board should be able to sell it to the community. He would like some say in how much he thinks he can pay for this kind of project. As a community they have to finance it. We should be giving the children the very best education we can afford to give them. He wanted to remind the Board that is all we can give them. He would be happy if the Board decided to go with this project that they not take advantage of the \$24,000,000 but go out and sell this project to the community. If you are afraid to have to prove the project, maybe you should not be talking about it at all.

Mr. Ruth said that we have board meetings the first two Mondays of the month in which all community members are welcomed to come and there is opportunity to talk at those meetings. There is also a Community Relations Committee Meeting held the second Wednesday of every other month.

**PUBLIC
COMMENT**

David Schnaars – would like to have attended a few board meetings but he is an interim pastor and when he is involved in the church he also has meetings at night and he can't always be here. He does not remember his parents ever going to a school board meeting. He does not think the community ever thought it was necessary to go back then. There was a lot of changes and stuff that went on back in those days. He does not know what the answer is but the Board needs to sell the project to the community. Community members should not have to be up here keeping an eye on Board members at every board meeting

**PUBLIC
COMMENT**

we do

Peter Papay – Washington Township – For 28 years he has been on the planning commission for Washington Township and he currently is the chairperson for the planning commission for approximately 12 years. There is no big construction movement in Washington Township. Right now there are 3 big sub divisions on the books. It is going to take approximately 4 -5 years for those to materialize. There is no boom. Washington Township does not have a lot of construction going on. One of the detriments to construction in Washington Township is school taxes. School taxes are hurting our area. Anybody who is familiar with real estate knows it is a buyers market. A lot of homes are for sale and it will continue that way if nothing to curtail the tax increases. Years back he would send a letter to the school board inviting school board members to come to township meetings to get the input on growth rate. He never received a response from the school board.

**PUBLIC
COMMENT**

Steve Eitner – Washington Township – asked what PDE capacity means.

Dr. Sham stated that would be the maximum amount of students in that building.

**PUBLIC
COMMENT**

Steve Eitner asked if there is capacity at Peters Elementary would it not be possible to move the 3rd grade over to Peters Elementary.

Dr. Sham stated that there is not enough room at Peters Elementary to hold the third grade.

**PUBLIC
COMMENT**

Steve Eitner – According to the numbers it would.

Dr. Sham said it would not. They would not fit.

**PUBLIC
COMMENT**

Steve Eitner – Then the numbers on this paper don't mean anything.

Dr. Sham said you have to consider when you look at student enrollment you have to look at whatever special education classrooms are there because they do not count in the capacity but they do use up classroom space and we also have full day Kindergarten which also took on additional classroom space. Slatington and Peters Elementary are operating at capacity.

Barry Brobst explained that there are state mandated educational programs that school districts are required to provide to pupils but the state does not supply any funds for those requirements. That is where school districts max out their building capacity. He further explained that they are not building for additional students, the enrollment numbers are staying flat. The additional classrooms are being built because of state mandates for programs that have to be offered.

Dr. Sham said that in Jim Thorpe they were educating students in a non-traditional classroom that did not have sufficient space. The parents sued the district and said the district is not providing an adequate education for our special education students and we want the district to use regular classroom space. Jim Thorpe fought and loss. This became a benchmark case for our district which is part of our intermediate unit and our area. What the court ruled at that time and put into place was a group of people who over see all the special education classrooms and where they get placed throughout our intermediate unit. There is a committee at CLIU that oversees all of the special education classrooms and essentially goes through and says for example, we need a partial hospitalization special education program and we need one at the high school level. This year it is Northern Lehigh's turn to have that classroom. What that means is that Northern Lehigh has to house that program in their high school and that will take up one classroom space that could be used to educate 25-30 students in that classroom. That could happen in any one of our buildings. That is the exact state mandated program that could eat up classroom space.

**PUBLIC
COMMENT**

Steve Eitner asked if our agenda and minutes of the meeting go on the website.

John Hrizuk stated yes.

Mr. Williams asked if having three grades in the middle school would there be any additional staffing needs.

Dr. Sham said that he could not say for sure that it would not affect teachers. He can not predict at this point the impact on staffing.

Mr. Williams asked if administration could look into this by next week. He is interested in staffing needs other than teaching positions. If the Board goes through with the bond issue, and looking at the debt payment schedule, we would be paying this debt until 2023. Do you feel in that time would we need to begin another renovation project in any other buildings.

Dr. Sham said that every building within our district has been upgraded. Baring any enrollment changes, you should not have to do any renovations in any building within the near future.

Mr. Dorshimer said in the future you will see maintenance items that will need to be fixed such as building roofs.

**PUBLIC
COMMENT**

Susan Firth – Slatington Borough – Said that as far as moving the offices downstairs, she understands that safety is a primary factor, but the administration offices are already down here. How necessary is it to bring a principal downstairs when we already have administrative personnel here. There is someone here in authority to monitor the camera. She asked if the boardroom could be converted to put the principal downstairs instead of building an entire new section. Why would it cost so much more to put the classrooms as the middle school as opposed to putting them on this building?

Barry Brobst explained that the addition between building the extra classrooms as the middle school as opposed to Slatington Elementary is about \$200,000 difference.

**PUBLIC
COMMENT**

Susan Firth asked what the difference is.

Barry Brobst said he would have to look at it item by item before he could tell exactly what the \$200,000 difference is.

**PUBLIC
COMMENT**

new,
feels we
going

Susan Firth feels that this renovation project is being forced on the community to be approved in a very short period of time. She feels there are many options that need to be explored. She feels that with a new superintendent within the next year we may get fresh ideas of other ways to configure things to save the school district money. She should not jump into this. We should make it a conscious decision on where we are and not make this a panic decision because interest rates may go up tomorrow so we need to do it now.

Dr. Sham said that this is not a panic decision. The Board asked over a year ago to have a feasibility review committee study all the information. They did not take it lightly and they looked at it diligently. This is not a panic proposal.

**PUBLIC
COMMENT**

Susan Firth said she is making the statement to the Board as a whole. Do not jump into it as a panic decision. This does not need to be decided within the next week.

Mr. Ruth stated the reason we are looking at it is because the board asked for more information.

**PUBLIC
COMMENT**

Susan Firth said she does not think it is fair to ask the Board to make such a quick decision. Put the plans out and let the public look at them. It is their tax money.

**PUBLIC
COMMENT**

Tom Papay – Washington Township - Asked what happens if the renovation project goes over the \$24,000,000.

Dr. Sham stated that anything over the \$24,000,000 would be subject to the referendum.

**PUBLIC
of
COMMENT**

Tom Papay – said what happens if we are half way through the construction and we run out of money?

Dr. Sham said that before we ever start construction we need to know what the total cost would be and if you knew the total cost was over the \$24,000,000 anything over that is subject to the referendum.

**PUBLIC
COMMENT**

Tom Papay asked if the public would say enough is enough we are not spending another nickel, where do we stand, with half built schools. Don't you think it would be a better idea to put it on a referendum now?

**PUBLIC
COMMENT**

Susan Firth – Slatington Borough - is this building project going to be another additional tax increase. If we borrow all this money to do this project, though we just had a tax increase, are we going to have another one?

Mr. Ruth said that we will need to have a tax increase to pay back the bond but we did not have a tax increase this year.

**PUBLIC
COMMENT**

Susan Firth – Great just what we need. More people will be moving out of the district and then you won't have to worry about it because you will not have the students for the schools.

Mr. Ruth called for a 10 minute recess at 9:35 p.m.

Mr. Ruth reconvened the meeting at 9:49 p.m.

Mr. Ruth announced that Mr. Follweiler had to leave at 9:37 p.m. to attend to some personal business.

Dr. Sham said that he will look at staff between now and next week but other than that, is there direction from the board that they would like to provide at this point.

Mr. Green said he would like to see it on either the Buildings and Grounds or Finance Committee Meeting agendas as a discussion item.

Dr. Sham said he would do that but that will not include the entire board. He continued on to say he will put a motion on the next school board meeting to move ahead with the renovation project.

Mr. Williams said we can take a vote next week and let what was discussed here this evening soak in.

Mr. Dorshimer asked if administration is pretty well set with what they want for the Slatington Elementary and the middle school buildings educationally. Special Education, are we going to have what we need? He wants administration to come back saying this is what we need.

Dr. Sham said that all the issues Mr. Dorshimer raised has been looked at and agreed upon by all the administrators involved with the Feasibility Committee.

Mr. Ruth stated that the board was in executive session prior to tonight's meeting to discuss some personnel issues.

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

Appointments- Instructional	Valerie Ambrose Assignment:	Temporary Professional Employee Slatington Elementary School Grade 6, replacing Tara Balliet who resigned
	Salary:	\$39,000 (Step 1 Bachelors on the 2007-2008 CBA Salary Schedule)
	Effective Date	August 22, 2007
	Tammy Fristick* Assignment:	Professional Employee High School Special Education Teacher, replacing Christina Dieter who resigned
	Salary:	\$42,700 (Step 6 Bachelors+24 on the 2007-2008 CBA Salary Schedule)
	Effective:	August 27, 2007
	Jessica Schoenberger Assignment:	Temporary Professional Employee High School Family and Consumer Science Teacher, replacing Jamie Hillegass who was administratively transferred
	Salary:	\$39,000 (Step 1 Bachelors on the 2007-2008 CBA Salary Schedule)
	Effective Date:	Upon receipt of emergency certification
	Jillian Mlynek Assignment:	Temporary Vacancy Replacement Slatington Elementary School Grade 5, replacing Elissa Fry who is on a leave of absence
	Salary:	\$39,000 (Step 1 Bachelors on the 2007-2008 CBA Salary Schedule)
	Effective:	August 22, 2007
	Termination Date:	On or about June 13, 2008
	Lauren Watson Assignment:	Temporary Vacancy Replacement Elementary ESL Teacher, replacing Michelle Fleck who is on a leave of absence
	Salary:	\$39,000 (Step 1 Bachelors on the 2007-2008 CBA Salary Schedule)
	Effective:	September 18, 2007
	Termination Date:	Upon return of full time teacher
	*Pending Verification of Clearances	
Non- Instructional	Kim Keiser* ** Assignment:	Cafeteria Office Aide
	Salary:	\$9.88/Per Hour/20 Hours Per Week during the school year (2007-2008 Supplementary Personnel Salary Schedule)
	Effective:	September 5, 2007
	*60 day probationary period ending on or about December 4, 2007	
	**Pending Verification of Clearances	
	Adriane Hoffman* ** Assignment:	Personal Care Assistant Peters Elementary School Grade 1 – New Position
	Salary:	\$9.88/Per Hour/6 ½ Hours Per Day/5 Days Per Week (2005-2008 Educational Support Staff Memorandum of Understanding)

Effective Date: August 27, 2007
 *60 day probationary period ending on or about December 3, 2007
 **Pending Verification of Clearances

PERSONNEL
(cont.)

Michelle Custer*
 Assignment: Special Education Learning Support Aide – 4th Grade, replacing Jill Davis who resigned
 Salary: \$9.88/Per Hour/6 ½ Hours Per Day/5 Days Per Week (2005-2008 Educational Support Staff Memorandum of Understanding)
 Effective Date: August 27, 2007
 *60 day probationary period ending on or about December 3, 2007

Sherry Hoppes* **
 Assignment: Personal Care Assistant Middle School, replacing Sharon Harvey who resigned
 Salary: \$9.88/Per Hour/6 ½ Hours Per Day/5 Days Per Week (2005-2008 Educational Support Staff Memorandum of Understanding)
 Effective: August 27, 2007
 *60 day probationary period ending on or about December 3, 2007
 **Pending Verification of Clearances

Resignation/
 Retirement
 M. Lobien Accept the resignation of Michele Lobien from her position as RN Aide to the School Nurse, effective August 22, 2007. Ms. Lobien has accepted a full time substitute School Nurse position with the Lehigh Area School District.

J. Farber Accept the resignation of Jamie Farber from her position as Title I Reading Aide, effective immediately. Ms. Farber has accepted a full time administrative assistant position.

L. House Accept the resignation of Lisa House from her position as Cook's Helper in the High School, effective immediately. Ms. House is resigning her position due to medical reasons.

J. Parry Accept the resignation of John Parry from his position as Middle School Afternoon Shift Custodian, effective the end of the work day on November 30, 2007. At that time Mr. Parry will begin his retirement from Northern Lehigh School District after 18 years of service. He requests that all applicable benefits to which he is entitled be granted upon the implementation of his retirement.

Administrative
 Transfer Nancy Wagner
 From: Personal Care Assistant – 1st Grade
 To: Title I Reading Aide Peters Elementary School, replacing Jamie Farber who has resigned
 Salary: \$10.96/Per Hour/6 ½ Hours Per Day/5 Days Per Week (2005-2008 Educational Support Staff Memorandum of Understanding)
 Effective Date: September 4, 2007

Rescind
 Advisor
 Appointment Rescind the appointment of Donna Marushak as Middle School Web Page Design which was approved on the August 6, 2007 agenda.

Co-Curricular Appointments 2007-2008	Jonathan DeFrain	Assistant Softball Coach	\$2,762.07
	Scott DeLong	National Honor Society - HS	\$ 468.13
	Catherine Farole	Newspaper – MS	\$ 433.10
	Jason Graver	National Junior Honor Society	\$ 394.13
	Robert Hicks	Assistant Softball Coach	\$2,762.07
	Andrew Kern	Web Page Design – MS	\$ 383.62
	Eric Schmidt	Freshman Class Advisor	\$ 594.87
	Amy Zeiser	Freshman Class Advisor	\$ 594.87

Co-Curricular Melissa DeFrain Assistant Softball Coach

Volunteers Tracey Pitosky* Assistant Field Hockey Coach
 2007-2008 Patrick Wanamaker* Assistant Basketball Coach
 *Pending Verification of Clearances

PERSONNEL**(cont.)**

Salary As per the agreement with the Food Service Director, approve a salary increase for Diane Ruff,
 Adjustments of 3.25% or \$1,349.00 effective July 1, 2007.

Salary Acknowledge the following teachers who have completed the requirements per the Collective
 Adjustments Bargaining Agreement that would entitle them to a salary increase for the 2007-2008 school year:

Nicole Kovich
 From: Step 4B
 To: Step 4B+24

Camille Vernarr
 From: Step 3B
 To: Step 3B+24

Carleen Binder
 From: 5B+24
 To: 5M

Michael Lehtonen
 From: 6B+24
 To: 6M

Substitute- Approve the following substitute teachers for the 2007-2008 school year at the 2007-2008
 Instructional substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

Katherine Kern - Elementary
 Matthew Kitz – Elementary
 Denise Plotsko – Elementary
 Richard Snell – Elementary
 Amanda Frey – CLIU Guest Teacher
 John Kupcha – CLIU Guest Teacher
 Jessica Schoenberger – Elementary

YEA: Mr. Dengler, Mr. Dorshimer, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams,
 Mr. Ruth (7)

NAY: None (0)

**CONFER-
ENCES**

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

Lisa Blank – PASBO Act I Symposium – September 19 & 20, 2007 – Hershey Lodge & Convention Center, Hershey PA – Registration: \$240.00, Lodging: \$126.00, Travel: \$72.00 – Total Approximate Cost: \$438.00 – Funding: Business Office Budget

Student Approve to allow 2 student leaders and one adult chaperone to attend the PSBA Student
 Delegate Delegate Program from Wednesday October 3 to Friday October 5, 2007 at the Holiday Inn,
 Program Hershey PA. This program is held in conjunction with the 2007 PASA-PSBA School Leadership Conference. Expenses for this program will be paid for from the School Board Budget.

YEA: Mr. Dengler, Mr. Dorshimer, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams,
 Mr. Ruth (7)

NAY: None (0)

POLICY

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

Board Policy– First Reading Approve school board policy #216 – Pupils – Student Records, as presented after first reading.

POLICY
(cont.)

Board Policy- First Reading (cont.)

Approve school board policy #218 – Pupils – Student Conduct, as presented after first reading.
Approve school board policy #216-AR-1 – Pupils – Student Records, as presented after first reading.

Approve school board policy #226 – Pupils – Searches, as presented after first reading.

Approve school board policy #407 – Professional Employees – Student Teachers, as presented after first reading.

Approve school board policy #603 – Finances – Budget Preparation, as presented after first reading.

reading. Approve school board policy #604 – Finances – Budget Adoption, as presented after first

Approve school board policy #805 – Operations – Emergency Preparedness, as presented after first reading.

Approve school board policy #806 – Operations – Child/Student Abuse, as presented after first reading.

presented Approve school board policy #807 – Operations – Opening Exercises/Flag Displays, as after first reading.

YEA: Mr. Dengler, Mr. Dorshimer, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Ruth (7)

NAY: None (0)

**CURRIC-
ULUM AND
INSTRUC-
TION**

Induction Program

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

Approve the following teachers as helping teachers in the Northern Lehigh School District Induction Program for the 2007-2008 school year:

Helping Teacher	Inductee	Stipend
Anthony Jordan	Kimberly Jones	\$750.00
Regina Wehr	Valerie Ambrose	\$750.00
Linda Brown	Jessica Schoenberger	\$750.00

YEA: Mr. Dengler, Mr. Dorshimer, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Ruth (7)

NAY: None (0)

**NEW
BUSINESS**

Lehigh Valley Drug & Alcohol Intake Unit Agreement

Mrs. Ganser made a motion, which was seconded by Mr. Dengler, that the Board of Education approves the following new business items:

Approve to authorize the superintendent to execute a letter of agreement for the 2007-2008 academic year with the Lehigh Valley Drug & Alcohol Intake Unit. The Student Assistance Teams in our school district will use these services.

Summary Offense Notices

Approve to designate and authorize the following administrators to sign summary offense notices for district students for the 2007-2008 school year:

Mrs. Karen Nicholas – Peters Elementary School Principal
Dr. Linda Marcincin – Slatington Elementary School Principal

Mr. David Papay – Middle School Principal
 Mrs. Aileen Yadush – High School Principal
 Mr. Donald Allen – High School Assistant Principal
 Mrs. Jill Chamberlain – High School/Middle School Assistant Principal

**NEW
BUSINESS
(cont.)**

YEA: Mr. Dengler, Mr. Dorshimer, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams,
 Mr. Ruth (7)
 NAY: None (0)

FINANCIAL

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

Cash Mngt
Portfolio

Approve the Arthurs Lestrange Cash Management Portfolio for the months of July 2007.

Per Capita
Exonerations/
Abatements

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

Class 2011
Bank Account

Approve the request of the senior high school to open a "Class of 2011" account in accordance with the Student Activities Fund Account. Purpose of this account is to raise funds for the students.

YEA: Mr. Dengler, Mr. Dorshimer, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams,
 Mr. Ruth (7)
 NAY: None (0)

LEGAL

Mr. Ruth reminded the board of the audit review meeting on Thursday September 6 at 10:00 a.m.

**CORR-
ESPON-
DENCE**

Mr. Ruth said there was an article in the newspaper at our AYP.
 Asked if anyone would like to attend the October 2nd PSBA Boot Camp. He is unable to attend.

**INFORM-
ATION**

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on June 27, 2007 and the LCTI Director's Report for August 2007 were distributed.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on July 16, 2007 were distributed.

**RECOG-
NITION OF
GUESTS**

Chip Klocek – Washington Township talked about the Feasibility Study. He said the study was not listening to a lot of people crying about what they think they need or have to have. There were a lot of people putting their heads together collectively and researching and digging in on what we needed in this community. He is offering his self, as a member of the public that sat on the committee to the very end, to go out with Board members on the road to explain his perspective of this study to the public. His taxes are at stake the same as everyone else's. This is not a one sided thing decided on a whim. He will challenge anybody to go through his research and see if anything the committee has told them is not true. People can come to any meeting and say what about this option or this option. Don't anybody think that the committee did not say the same thing and explore the same possibilities. We were not given that option. We had to choose one of the three options presented to us and we did that in good faith and with do diligent.

**ADJOURN-
MENT**

Mr. Green made a motion, which was seconded by Mrs. Ganser, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 10:14 p.m.

YEA: Mr. Dengler, Mr. Dorshimer, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams,
 Mr. Ruth (7)
 NAY: None (0)

Respectfully submitted,

Bryan C. Dorshimer
Secretary

ATTEST: _____ President
Peter A. Ruth