Lehighton Area School District
1000 Union Street
Lehighton, PA 18235
Monday, October 25, 2021 at 7:00 PM
BOARD MEETING - MINUTES

1. Opening Exercises
A. Pledge of Allegiance

B. Call to Order
Board President, L. Stern called the Board Meeting to order at 7:05 PM

C. Roll Call
PR/AB:

PR	**Ms. Joy Beers**	**PR**	**Mr. David F. Bradley**	**PR**	**Mrs. Gail Maholick**
AB	**Mr. Richard R. Beltz**	**PR**	**Mr. Nathan Foeller**	**PR**	**Mrs. Rita Spinelli**
PR	**Ms. Barbara Bowes**	**AB**	**Mr. Stephen Holland**	**PR**	**Mr. Larry Stern**

Also Present:
Mr. Edward Rarick, Business Administrator
Mr. Jonathan Cleaver, Superintendent
Attorney Eric Filer, Solicitor
Ms. Janine Partenio, Recording Secretary

April Walker, Kali Andrew, Melissa Haydt, Ryan Bowman, Kerry Sittler, Janice Collins, Janice Bowman, Fred Kemmerer, Jennifer Liable, David Krause and Brian Shaner.

D. Presentations/Recognition
A COVID-19 Update was given by District Nurses explaining the quarantine process and how students quarantined would increase due to mask removal.

A. Walker and K. Andrew discussed how the numbers of quarantined cases would grow. A. Walker asked about the vaccines showing Myocarditis and Pericarditis in children, K. Andrew stated there was not a mandatory vaccine and students are able to get vaccinated if parents wish to do so. A. Walker felt the student's mental health was just as important as their physical health.

R. Bowman questioned how many cases the District had last year before the District went virtual. J. Cleaver reminded R. Bowman that the District went virtual proactively for two weeks after the holiday. He explained that it runs on a 14-day rolling average. K. Andrew said it was a percentage of total students. J. Cleaver said it may have been about 45 students in a 14-day rolling average.

K. Sittler questioned the 20-day quarantine for some students. K. Andrew said that was due to COVID positivity within the household. She explained there was a testing option on day 15. J. Collins asked how many students were sick with symptoms at the Elementary. M. Haydt said probably a good majority of them. She mentioned how most of them were not getting tested if there were no signs or symptoms and how it was dependent on their healthcare provider recommendation.

J. Bowman asked if they had any students with shortness of breath wearing the masks. K. Andrew said no. She explained how the students were really flexible and doing well with the face coverings.

E. Public Comment
J. Bowman questioned the grant programs for funding new courses. She said they have pornography and SEL classes have cannibalism, suicide and porn. She said abstinence was given a strange definition and asked how it could be allowed. She asked to have a list of the curriculum and books emailed to her or if she could view it in the library. J. Cleaver said he could send her the overdrive information which houses all the books online.

A. Walker said she prays for everyone on a regular basis. She said she was concerned about the mask mandates. She said there was a robust exemption at Tamaqua and asked if that was something that could be looked at. B. Bowes stated there were copies given to the Board. A. Walker said studies show that masks do not work.

A. Walker read the following letter on behalf of Nick Smith.

> *"Good Evening, I would just like to address something that the High School Principal Sue Howland stated at the last school board meeting during the brief discussion on homecoming.*
> *She said and I quote "Ultimately, student council approached me and their advisors and suggested that we postpone it this year" and because of this false statement that I had just read to you, the Lehighton High School student council has now been branded as the people who said "No" to homecoming. Which is very disturbing because when the student council body was told about the cancellation of homecoming, we had no say in the matter. It was not our decision at all, and not only do students think the student council cancelled homecoming but parents do as well and I have to clear that air on this matter because I will not allow the student council to take the fall for a decision that we didn't make. Now at this point, I would just like to say that! congratulate those that made homecoming come true, but what I really care about right now is addressing a statement that isn't true and one that consider to be a lie. Finally, I just have one last thing to say. As a student council representative and an advocate for the students I will not allow anyone to make false statements about student council any longer and ruin the good work myself and my peers do for the high school. I will not tolerate it now, and I won't tolerate it ever again. Thank you for your time."*

S. Howland said it was a decision discussed by the student council, advisors (Harris and Hartney), and herself.

B. Shaner asked how often the COVID tracker is updated. J. Cleaver said they were trying to update every seven days. He said it is required to be reported to the state every Friday at 9:00 AM. B. Shaner questioned masks during the meeting. He said that masks are required at school but not being enforced at the meeting. Atty. Filer said this was a public meeting and did not want a disruption at the meeting. B. Shaner said he had an issue with it being enforced at school but not at the meeting.

K. Sittler asked if they could purchase a warranty for the chromebooks and iPads. J. Cleaver said yes, they were researching information and will have it out to parents for Thursday or Friday. He said it was a $15 cost for student insurance or $10 each for a multi-student family. He said there is a 1-year or 3-year warranty.

K. Sittler asked about kids getting detention for having a large number of apps open. J. Cleaver said they are required to keep the bandwidth going by limiting the amount of open tabs. He said he would have to check with Mr. Ebbert and get back to her.

D. Krause commented on the Director's Concerns. He asked when the Board was going to start moving forward instead of looking back. He said they are allowing dysfunction and confrontation. He said he would like to see them get their focus back on education in an orderly and productive meeting.

R. Bowman commented on the Director's Concerns. He believed that a School Director should have access to class education not at freewill but with a scheduled appointment with the Superintendent or Principals. He had a concern with the Hazing Crimes Code that this law could require an acknowledgement of the policy by students and parents. He felt they should be cautious with the policy but could hopefully move forward.

J. Collins asked Atty. Filer if he was following the masking case on October 20, 2021. Atty. Filer said there are many cases going on right now, when there is a decision, he will be notified and he will bring it to the Board. J. Collins asked if the vaccine clinics for flu and COVID held on District property could leave the District liable if there is an injury or death from the vaccine. Atty. Filer said no. J. Collins said a mandate is not valid unless everyone chooses to participate. She asked if the District receives funds from St. Luke's. J. Cleaver said no, the District has a contract for services through Lehigh Valley for physicals and trainers for athletics. S. Howland said they also offer a mental health contract, scholarships and advertising. J. Cleaver said he could share the contract with her.

D. Bradley said the antihazing policy should have enacted the Piazza Hazing Law previously. He said the District failed to enact it and felt they have a duty to educate the community and Board. He questioned why it had not been discussed to update the policy. J. Cleaver mentioned it was discussed on January 9, 2019. He said Policy 247 was reviewed and discussed. He mentioned that nothing was brought up at that time for revision. D. Bradley questioned Atty Filer why the information was not brought to the Board. Atty. Filer said it was up to the Board to bring information to the solicitor and that he had not mentioned it for the last 18 months. J. Cleaver said it was reviewed at a Policy Committee Meeting on January 9, 2019 with L. Stern, R. Spinelli, David Hauser, D. Bradley and F. Kemmerer, Jr. J. Cleaver said nothing was changed with the policy but it was brought for review. D. Bradley said it is the Board's responsibility to write the policy, not PSBA.

J. Liable discussed the proper process of conducting Board business by updating the District policy using Robert's Rules of Order.

F. Superintendent Report
J. Cleaver mentioned that activities at all levels will take place throughout the week for Red Ribbon Week.He asked to follow the social media outlets for our buildings to keep updated on the programs taking place within the buildings. He mentioned how all activities are based around the prevention and/or education of drug use and the dangers that surround it.

J. Cleaver stated that the Elementary Center hosted the local first responders from the community. He said the students had an opportunity to be educated on their equipment and different training they are required to go through, in order to become a first responder and the students and staff were very appreciative of the responders taking the time out of their busy schedules.

J. Cleaver announced how the District held a flu clinic on Monday, October 18th for staff who were interested in getting their flu shot and the second COVID vaccination clinic would be scheduled for Thursday, October 28th with LVHN at the Middle School. He mentioned how they are also scheduling appointments for the people wanting the booster shot and that clinic will run from 4-7 PM.

J. Cleaver explained that students at the Middle School showed their support for National Bullying Prevention Month by wearing blue on Wednesday, October 6, 2021 to Support Stomp Out Bullying. He said the presentations were presented by Michelle Nutter, Education and Outreach Program Manager from the PA Office of Attorney General Office of Public Engagement. He said it provided our students with the opportunity to learn more about bullying and digital citizenship. The topics covered included bullying, cyber bullying, dangers online, our "digital footprint" and the Safe2Say program.

J. Cleaver announced that today, he and Mr. Tkach had the privilege of getting a tour of the New St. Luke's Hospital located in Franklin Twp. He said it was a beautiful facility and the surrounding community has something very special in their backyard. He believes the District is very fortunate to have this located only minutes away and look forward to having all the resources this hospital will bring to our students and staff.

G. Business Administrator Report
E. Rarick announced through September 30th, the District had received 51% of budgeted revenue for the 2021-22 fiscal year totaling $22,057,437. For the same time period, the District had exhausted 14% of budgeted expenditures totaling $6,037,919.

E. Rarick mentioned in October the Business Office completed the full transition to the CSIU Financial Information System and on November 1st, the District will begin an automated submittal, approval, and tracking of time off requests. He said this will be coupled with our substitute contact protocol to automate and streamline the process of backfilling daily vacancies in classrooms, lunch aid, and cleaning positions.

E. Rarick thanked Mrs. Volsckai for working to obtain the Emergency Connectivity funding grant, which allowed the District to close our technology hardware gap by purchasing additional Chromebooks for grade levels 3-6.

H Library Report
G. Maholick gave the following update for the Lehighton Area Memorial Library for October 2021:

LAMS Life Skills Class toured the Library on October 19. The students learned about the library, received library cards, and were provided with activities to do at the library and to take home.

There will be a Celebration and Dedication of the New Addition on Sunday November 7 with an open house from 2 to 4pm.

The Director is working with the Dimmick and Palmerton Libraries to present online programs. The first is entitled "What is an End of Life Doula?" and will be held on Thursday October 28 at 6:30 pm. Anyone who is interested can call the library for the login information.

The Library is holding a Hoagie Ticket sale, the tickets can be purchased at the Library for $5 and are good for a 6 inch hoagie from Cindy's Deli.

The Rotary will be having the Handmade Holiday Craft Show on November 6 from 10 am to 3 pm. It will include a book sale to benefit the Library. The Library will also have a table with information and a free craft for the children.

J. Cleaver said he would share the information with the community on the District website.

I. Minutes
MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the Minutes of the September 20, 2021 Board Meeting and September 29, 2021 Special Board Meeting.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

2. Financial Matters

A. Food Service Transfers
MOTION by R. Spinelli, SECONDED by N. Foeller, to make the following transfer from the General Fund to the Food Service Fund as per the Reimbursements from the Commonwealth:
$8,183.74 for July 2021.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

B. Budget Transfers
MOTION by N. Foeller, SECONDED by S. Holland, to approve the following budget transfers to move funds to appropriate functions and/or objects in accordance with School Code and the State Chart of Accounts.

D. Bradley disagreed with the transfer of funds. He asked if it was already spent. E. Rarick said part of it was allotted to payroll. He said when the budget was generated, the funds were put in for a regular teacher. He said the teacher then moved to special education and the funds should be transferred to the appropriate fund codes. D. Bradley did not agree with transferring funds after they were spent. N. Foeller stated there is nothing in the school code saying that it could not be spent. D. Bradley continued reading school code 609. B. Bowes said it was a lot better than it had been and asked for everyone to grow and learn together. She said sometimes we need to compromise and felt things were getting better. D. Bradley did not agree and said they were fixing it by breaking the law. Atty. Filer responded with his recommendation saying the Board could transfer the funds after the first three months have concluded of the school year. L. Stern called for a roll call vote.

Roll Call Vote:

	Yes	No	Absent	Abstention
Mr. Stephen Holland, Member	X	0	0	0
Mrs. Gail Maholick, Member	X	0	0	0
Mrs. Rita Spinelli, Treasurer	X	0	0	0
Ms. Barbara Bowes, Member	X	0	0	0
Ms. Joy Beers, Member	X	0	0	0
Mr. Richard R. Beltz, Member	0	0	X	0
Mr. David F. Bradley, Sr., Member	0	X	0	0
Mr. Nathan Foeller, Vice President	X	0	0	0
Mr. Larry Stern, President	X	0	0	0

VOTE: YES - 7 NO - 1 ABSENT - 1 ABSTENTIONS - 0

C. Emergency Connectivity Funding Grant
MOTION by D. Bradley, SECONDED by N. Foeller, to approve and accept the Emergency Connectivity Funding Grant between Universal Service Administrative Company, PenTeleData and the Lehighton Area School District for the 2021-2022 school years. Total Grant Award $411,600.00.

J. Cleaver thanked the administration for working on this grant to help purchase equipment for the District.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

D. Repository Sale
MOTION by S. Holland, SECONDED by R. Spinelli, to approve the following bid on a property that is in the County's Repository for Unsold Properties:
Bid of $ 1,634.00 on property Map Number 57A-9-B31.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

E. Refund of Real Estate Tax
Motion by S. Holland, seconded by N. Foeller, to approve the refund of the Real Estate Tax for year 2021 in the amount of $ 10,054.15 to the Mahoning Township Board of Supervisors for the purchase of the Diaz Building.

J. Cleaver said this is being refunded because it is going from a private enterprise to a tax-free public building. D. Bradley stated that the letter says Mahoning Township would be using the building for their Admin Building and not renting it out. B. Bowes said that was correct according to their meetings. D. Bradley said they should review the tax liabilities should it change.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

F. Per Capita/Occupational Tax Exemptions
MOTION by D. Bradley, SECONDED by G. Maholick, to approve the attached exemptions from Per Capita and/or Occupational Tax.
D. Bradley questioned if they had to file every year for exemptions. E. Rarick said they would for per capita taxes.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

G. Occupational Tax Refunds
MOTION by B. Bowes, SECONDED by N. Foeller, to refund the following:
Occupational Tax for year 2020 in the amount of $245.00 to Cindy Donovan;
Occupational Tax for year 2020 in the amount of $245.00 to Sandra Reid;
Occupational Tax for year 2020 in the amount of $122.50 to Kyle Smith;
Occupational Tax for year 2020 in the amount of $122.50 to Kim Worthy;
Occupational Tax for year 2021 in the amount of $122.50 to Kim Worthy.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

H. Chromebook Purchase with ECF Grant
MOTION by N. Foeller, SECONDED by R. Spinelli, to approve the non-budgeted purchase covered by the Emergency Connectivity Fund Grant. At a cost not to exceed $411,600.00. Grant funds will be used for the purchase of District-Wide Chromebooks.

L. Stern asked if the progress was on the monthly report. E. Rarick explained that it was not an approved expenditure due to needing an offsetting revenue to expenditure or a budget amendment to PDE to open and reclassify the funds. He said it could be discussed further at the Finance Committee Meeting. B. Shaner asked how many chromebooks they would be getting with that. E. Rarick said about 960. D. Bradley and E. Rarick discussed the budgeting options.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

I. Psychologist Services Agreement
MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the REVISED contract between James Schwab, Clinical Psychologist Services, and the Lehighton Area School District for school year 2021- 2022, in the amount not to exceed $27,280, to be paid from 2021-2022 Special Education Budget.

L. Stern thanked B. Bowes for catching the typo on the original agreement.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

J. Keystone Fire and Security
Motion by S. Holland, Seconded by R. Spinelli, to approve the Service Support Agreement with Keystone Fire and Security for one year at a cost of $21,998.75 funded through the Building and Grounds and Technology Budgets, upon recommendation by the Building and Grounds Committee.

D. Bradley felt this agreement was not reviewed for completeness at the Buildings and Grounds Committee Meeting. B. Bowes explained that she was in attendance at that meeting and it was because it needed to be looked into right away and be reviewed next year. E. Rarick stated that Keystone had a 4-year contract, and how they bought CSI and became a unified contract.

VOTE: YES - 7 NO - 1 ABSENT - 1 ABSTENTIONS - 0

K. Activities Funds
MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the Lehighton Area High School Activities Funds for September 2021

D. Bradley questioned why the details were not provided in the reports. E. Rarick explained that these reports were not controlled by the Board, they were controlled by the individual activities. B. Bowes asked what more D. Bradley was looking for. D. Bradley stated that they are a fiduciary and have a responsibility. B. Bowes recommended the Clubs should do an internal audit. R. Bowman asked if they assist the clubs and receive the statements. E. Rarick said no, they are not governed by the school and PDE had recommended changing this process accordingly. G. Maholick asked if it was always this way. J. Cleaver said yes, as long as he could remember, they were self-run groups of students.

VOTE: YES - 7 NO - 1 ABSENT - 1 ABSTENTIONS - 0

L. Reports
MOTION by R. Spinelli, SECONDED by S. Holland, to approve the following Reports:
October 2021*
1. Condensed Board Summary
2. Expenditure Report
3. Revenue Report
4. Expenditure Comparison Report
5. Revenue Comparison Report
6. Treasurer's Report
**The District has switched over to the new FIS accounting system with CSIU. FIS Reports may appear different from previous report/summary attachments.*

D. Bradley said there is a detailed revenue report but not a detailed expenditure report. He wanted to pull the expenditures from the motion and did not agree with the board approving the summary.

VOTE: YES - 7 NO - 1 ABSENT - 1 ABSTENTIONS - 0

M. Payment of Bills
MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the following Payment of Bills:

October 2021*:	
General Fund:	
--Non-Negotiable	$1,186,675.34
--Regular Checks	$1,761,548.36
--Credit Card	$ 0.00
Debit Card:	$ 2,490.35
Payroll (Month):	$1,192,316.85
Food Service Fund:	$ 130,692.87
Total:	**$4,273,723.77**

**The District has switched over to the new FIS accounting system with CSIU. FIS Reports may appear different from previous report attachments.*

VOTE: YES - 7 NO - 0 ABSENT - 1 ABSTENTIONS - 1

3. Personnel

A. Candidates for Employment
MOTION by N. Foeller, SECONDED by S. Holland, to approve the following candidates for employment in accordance with the respective contracts:
Emma Sawyer - Long Term Substitute for Special Education Teacher effective immediately, at an annual salary of $43,000, prorated for the 2021-2022 school year. Emergency certification until June 2022.
Lori Hawk - 12-Month Secretary - Date Effective Pending any necessary paperwork, at an annual salary of $27,328, prorated for the 2021-2022 school year
Tiffany McCullion – Full-Time Paraprofessional – Date effective pending any necessary paperwork, at an annual salary of $16,336.00, prorated for the 2021-2022 school year.
Rebekah Fehnel – Full-Time Paraprofessional – Date effective pending any necessary paperwork, at an annual salary of $16,336.00, prorated for the 2021-2022 school year.
Brandon Ruch - Custodian - Date effective pending any necessary paperwork, at an annual salary of $25,569.00, prorated for the 2021-2022 school year.
Joseph Ellis - Elementary Learning Loss Tutor for the 2021-2022 School Year at a rate of $31.00 per hour.
June Potts - Fall Credit Recovery for the 2021-2022 School Year through the LAVA Platform at a rate of $31.00 per hour.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

B. Candidates for the Substitute List
MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the following list of requested candidates for the 2021-2022 Substitute List, pending any necessary paperwork:
Laurissa Vautaw - Substitute Teacher
John F. Partenio - Substitute Lunch Aide

J. Cleaver explained how the District was going through a substitute shortage currently and looking for substitutes. He listed the following substitute positions available: Paraprofessional, cleaner, custodian, nurse, secretary and teachers. A. Abelovsky asked to add crossing guards to that list as well. D. Bradley asked what would qualify them as a substitute. J. Cleaver said substitute teachers would need a teaching certificate.

D. Bradley asked if any Board Member reviewed this before the posting of the agenda. He questioned what happened to the Personnel Committee.

VOTE: YES - 7 NO - 0 ABSENT - 1 ABSTENTIONS - 1

C. Candidates for Athletic Coaching/Manager or Extracurricular Activities
MOTION by N. Foeller, SECONDED by S. Holland, to approve the following requests for Athletic Coaching/Manager Candidates, as per contracted rates, pending any necessary paperwork:
For the 2021-2022 School Year
Tyler Cann – Assistant Wrestling at a stipend of $3,623.46
Jacob Hoats – Assistant Wrestling at a stipend of $3,623.46
Bart Mease – Middle School Wrestling at a stipend of $3,623.46
Joseph Tartar – Middle School Wrestling at a stipend of $3,623.46

D. Bradley asked who made the recommendation and if the candidates were trained. J. Cleaver mentioned the principal and athletic director made the recommendation and the coaches go through various training processes and follow the coaches code of conduct. He mentioned that this was discussed at the Athletic Committee Meeting. R. Bowman questioned the salary. J. Cleaver explained they were all assistant positions and Mr. Brown was the head coach.

VOTE: YES - 7 NO - 0 ABSENT - 1 ABSTENTIONS - 1

D. Tenure

MOTION by S. Holland, SECONDED by N. Foeller, to approve the following professional employees for tenure:
Kerry Miller - Social Worker – hired August 28, 2017
Victoria Smurthwaite - ELA Teacher – hired August 28, 2017
Kristen Rehrig- Elementary Teacher - hired September 29, 2017
Jennifer Lorenz - Elementary Teacher - hired August 28, 2018
Ryan Wentz - Mathematics Teacher - hired August 28, 2018
Nicole Foberg - Elementary Teacher - hired August 28, 2018
Carrie Kenny - Social Worker – hired September 24, 2018
Rachel Watts - Art Teacher - hired October 29, 2018
Nicole Sharrow - Elementary teacher - hired December 10, 2018

D. Bradley asked if tenure was a matter of time with the District. J. Cleaver explained when teachers are first hired they are temporary permanent teachers and after three years of a satisfactory rating, they would receive tenure. If the teacher was to leave and go to another District, their tenure would carry with them. B. Shaner questioned the time between them. J. Cleaver said it was due to submission and the TIMS system, hours completed and due to COVID, it was not completed.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

E. Pre-Approval of Courses/Programs of Study
MOTION by S. Holland, SECONDED by N. Foeller, to approve the following requests for pre-approval of courses/Programs of Study for continuing education:
1. **Employee #1609** – January 25-May 14, 2022/ENG575: Seminar in Literacy Criticism (up to $1,677.00)

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

F. Professional Development
MOTION by B. Bowes, SECONDED by R. Spinelli, to approve employee #1633 to attend the Leadership in School Safety Course for November 1st, 8th, 15th, 22nd, 30th, December 6th, and 13th. At a cost not to exceed $850.00. Funding provided through the ESSER II Grant.

For school administrators with a focus on Leadership in School Safety and Security. This On-Line course is offered by the Westmoreland Intermediate Unit 7.

Registration for Leadership in School Safety Act 45 Course is open.

Leadership in School Safety Schedule:
Week 1 - November 1 - Foundations of School Safety
Week 2 - November 8 - Laws, Policies, Procedures, Guidance, and School Safety
Week 3 - November 15 - Facets of Security and School Climate
Week 4 - November 22 - School Emergency Planning
Week 5 - November 30 - Training, Exercises, and Improvement Planning
Week 6 - December 6 - Investing in School Safety and Security
Week 7 - December 13 - Course Review and Culminating Project
PIL/Act 48 (Act 45) approved: 42 hours

R. Bowman asked about the ESSER Plan. J. Cleaver said this professional development was for school safety and can be used with ESSER Funds. He said one administrator could take the course and present the information to others. B. Shaner felt it might be helpful to train more than one person. J. Cleaver said when you pay for the course you have access to the resources. R. Bowman wanted to see it at each building. G. Maholick wanted to see someone come in and give a lecture on that professional development to the Board.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

G. Uncompensated Leave
MOTION by N. Foeller, SECONDED by R. Spinelli, to approve an uncompensated leave for the following employees:
1. **Employee #1756** – effective September 30, 2021 to November 15, 2021

D. Bradley asked if this person already left. L. Stern said yes.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

H. Resignations
MOTION by S. Holland, SECONDED by R. Spinelli, to approve the following resignations:
Hal Resh - Paraprofessional as of October 1, 2021.

R. Bowman asked if there were exit interviews performed. J. Cleaver said yes; however, in this case, he gave a reason that he is being hired at a different district. R. Bowman asked if the district could negotiate. J. Cleaver mentioned that it was a position that CCTI could offer and Lehighton could not and negotiations were not able to be done because of the contract.

4. Programs

A. First Reading of Policies

MOTION by R. Spinelli, SECONDED by N. Foeller, to move the following policies for First Reading for Public Review and Comment:

249 - Bullying/Cyberbullying (will replace current 249)
815 - Acceptable Use Of Technology and Electronic Resources (will replace current 815) 815.2 - Use of District Network and Internet (New Policy)
816 - Use of Livestream Video on School District Property (New Policy)

B. Bowes did not agree with the language in Policy 815 regarding deletion of emails. D. Bradley agreed. B. Bowes wanted to take 815 separate. J. Bowman stated that email removal is damaging. J. Cleaver explained that this was only for first reading and would be going back to the Policy Committee for an additional review. He mentioned that they could remove the sentence about deletion of emails from the policy. B. Bowes agreed with that.

VOTE: YES - 7 NO - 1 ABSENT - 1 ABSTENTIONS - 0

B. Second Reading and Final Approval of Policy 247 - Hazing

The majority of the Board can waive the first reading and treat it as a second, if six members vote on to adopt it this month, without violating District policy.

MOTION by B. Bowes, SECONDED by D. Bradley, to approve the following policies for Second Reading and Final Approval:

247 - Hazing

D. Bradley felt it was missing parameters**.**

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

C. Second Reading and Final Approval of Policies

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the following policies for Second Reading and Final Approval:

140.1 - Extracurricular Participation by Charter/Cyber Charter Students
815.1 - Use of District Owned Technology (New Policy)

D. Bradley was opposed to policy 140.1 because he felt it was restricting students. B. Bowes wanted to seperate the two policies. R. Bowman asked not to suspend extracurricular activities. L. Stern explained that it was a tool to recover funds from the Cyber/Charter schools. S. Holland asked if parents could pay the fee. The Board discussed the option. E. Rarick stated that the cost would vary based on the sport and it was also a way to get information from the Cyber/Charter schools since they have been difficult to work with when getting grades for students participating. J. Cleaver said there are eligibility reports required by PIAA Rules and students could be withheld if the payments are not made. B. Shaner asked to table the vote. D. Bradley also wished to table the vote. The Board agreed to table based on consent.

MOTION by B. Bowes, SECONDED by R. Spinelli, to approve the following policies for Second Reading and Final Approval:

815.1 - Use of District Owned Technology (New Policy)

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

D. Early Graduation

MOTION by N. Foeller, SECONDED by B. Bowes, to approve early graduation in January 2022 for the following students:

#54533, #54387, #59039, #54554, #54547, #54655, #57535, #54559, #54405, #54560 and #54568

D. Bradley asked if these students were able to return for events. S. Howland said they are not permitted to attend the prom since they were no longer considered a student; however, they may come as a guest. She said it is an item they agree to when they sign the agreement and they are invited back to walk for graduation.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

E. School Enrichment Journeys

MOTION by R. Spinelli, SECONDED by N. Foeller, to approve the following School Enrichment Journey requests, observing all necessary COVID-19 mitigation precautions:

1. High School Scholastic Scrimmage Team (Sharon Leitzel) – November 4, 2021 (Potentially November 19, December 3 and December 10, 2021 also based on winning status) – 9:30 AM-2:15 PM– Competition in Scholastic Scrimmage at Bethlehem, PA

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

F. Use of School Property

MOTION by S. holland, SECONDED by D. Bradley, to approve Use of School Property for the following requests:

1. **CEF/Good News Club (Erica Pagotto)** – November 4, 2021-April 2022 on Thursdays – Dismissal-4:00 PM – Middle School Classroom – After School In-Person Good News Club
2. **High School LAVA (June Potts/Suzanne Howland)** – October 25-November 12, 2021-2:45 PM-4:45 PM - High School Library - Fall Credit Recovery
3. **ACT Testing (Kathy Martin)** - October 23, 2021 - 7:00 AM-1:00 PM - High School Classrooms - ACT Testing 4. **Lehighton Area Booster Club Basketball (Justin Wehr**) - Any available one hour increments from November 2021 through March 2022 - Elementary, Middle School or High School Gym - Booster Club Basketball Practice/Games
5. **Lehighton Wrestling (Tim Robb/Floyd Brown)** - January 21, 2022 11:00 AM - 1:00 AM and January 22, 2022 6:00 AM - 8:00 PM - Elementary & High School Gym and Cafeteria - Lehighton Takedown Club 6. **High School Chorus (Lydia DeLong) -** December 14, 2021 6:00 PM - 8:00 PM and May 17, 2022 6:00 PM - 8:00 PM - High School Auditorium - Concert
7. **Student Advisory Council (Kenny Eck, Jr.)** November 19, 2021 - 3:00 PM - 9:00 PM - Middle School Gym - Dodgeball Tournament Fundraiser
8. **Lehighton Touchdown Club (Laura Moyer)** - November 19, 2021 - 4:00 PM - 8:00 PM - High School Cafeteria - Middle School Football Dinner and Awards
9. **LAEC PTO (Nicole Dick)** - May 19, 2022 (Raindate) or May 20, 2022 - 7:00 AM-4:00 PM - Old Stadium and Outside Fields - LAEC PTO Race for Brilliance
10. **LAEC PTO (Lindsay Hittner)** - November 1, 4, 8, 11, 15, 18 & 22 - 6:00 PM-8:00 PM - Elementary Center Cafeteria & PTO Office - Accounting for Race for Brilliance
11. **PTO (Nicole Baker)** - Middle School Cafeteria - PTO Monthly Meetings - 6:30-8:30 PM
    10/28/21
    11/18/21
    1/20/22
    2/17/22
    3/17/22
    4/21/22
    5/19/22

D. Bradley questioned if they follow the Health & Safety Plan. J. Cleaver said yes. G. Maholick asked if cyber/Charter Students could attend the clubs and J. Cleaver explained that they were not District students, so they were unable to attend.

VOTE: YES - 8 NO - 0 ABSENT - 1 ABSTENTIONS - 0

5. Miscellaneous

A. Health & Safety Plan Update

J. Cleaver explained that the nurses gave an update and that the Delaware Valley lawsuit was upheld and the mask optional status was reversed. He recommended to continue to follow the Health and Safety Plan as it was set currently.

B. Bowes asked about the survey of parents recommended by J. Beers at the last meeting. J. Cleaver said no survey was conducted since there was no way to make sure that one person could submit one response. He questioned how to get the information out. B. Bowes felt it would be nice to know where the parents stood and felt they should have a chance to voice their opinion. J. Cleaver said if anything changes, he would need an affirmative motion asking to go against the masking mandate from the state. D. Bradley said the Board has a right to do it. J. Beers stated that she wanted the data for the Board and felt educating the parents on the quarantine guidelines was moot. J. Cleaver agreed with the survey data but was concerned that the parents do not understand how the quarantine works. N. Foeller said he would like to have the survey data and felt it was an important part of the decision. B. Bowes wanted to know the climate. N. Foeller recommended the following two questions:
1 - If the state quarantine was not an issue, would you want your child to wear a mask?
2 - In light of the current state quarantine requirements, would you want your child to wear a mask?

A. Abelovsky was concerned about how to go about the survey as many survey options can be tampered with. J. Cleaver said he was concerned about that as well on how to define one vote per child.

R. Bowman asked for the Board to give reassurance that they backed Mr. Cleaver.

F. Kemmerer agreed as a parent that he would like to know the ramifications of optional masking and quarantine and felt it should be integrated with the survey

The Board discussed survey options and the ability to override the surveys.

L. Stern asked for a vote for the administration to do the survey. The vote was unanimous.

D. Bradley motioned to emulate the Tamaqua exception request to universal face coverings order. Motion failed due to lack of second.

B. Bowes said she heard the Health Department was not doing their job with contact tracing. J. Cleaver said the District has been doing the contact tracing.

6. New Business

A. Suggestion Box

R. Spinelli asked for an update on the suggestion box. J. Cleaver explained that the Board voted not to have the administration involved. J. Beers said she did not set it up since she did not know it was her responsibility. She said she would take care of it.

D. Bradley questioned what happened to Old Business like the Occupancy Permit. L. Stern said there was a temporary Occupancy Permit. D. Bradley questioned if the temporary was up to date. L. Stern said it is not but the borough was not enforcing the permit. D. Bradley asked if that was ok. L. Stern and D. Bradley got into a heated debate and L. Stern decided to adjourn the meeting.

7. Communications

A. Adjournment

MOTION by L. Stern , SECONDED by R. Spinelli, to adjourn the Meeting.

The October 25, 2021 Board Meeting was adjourned at 10:13 PM

The Board did not get a chance to have public comment at the end of the meeting or review the following Directors Concerns submitted by D. Bradley:

In the 2011 feasibility study certain safety items were identified as being deficient. Then in the 2014 study, many of the same safety related items were identified again as still being deficient. It is 2021, ten years after the first feasibility study revealed safety shortfalls in the district. The oversight of safety related items has been largely ignored by the board, now that we have a moral majority, I want the board of school director to issue an order to verify that all the safety related items issued in the 2011 and 2014 feasibility studies related to the facilities we still have in the district were completed.
Feasibility Study 2011 was largely ignored, and when it was the republished in 2014 both reports show safety issues being neglected.

The report shows the list of items, some safety related, on the following pages : Pages 180 to 191 LAMS, Pages 210 – 221 High School, 236 – 239 Old Stadium, Pages 250 – 252 Administration

Assignment of days to organize an operational inspection of the facility by directors, parents, and grandparent
Pa State Law 14.108 requires reasonable access to classrooms. The need for periodic inspection by board and Superintendent is also ordained in State Law (PSC Article V, Article VII and Article X).

The October 2020 report from the Auditor General documented this board's failure to comply with PA School Code 609, and its own policy. In that report, it was identified that the board legally moved monies from the general fund to a protected fund for post employee benefits. Then, the report shows the board, not in compliance with the law, appears to have spent the money on a multipurpose stadium project that was not on the budget, and used monies that were apparently transferred from the protected fund set aside for post employee benefits, without following the law. I lobby my governing board to investigate this transaction. Upon confirmation of the Auditor General's findings, I seek this board to have public apologies requested and the board request the resignations of those board members that were on the board at the time and still on the board today. Now that Wayne Wentz has already resigned, we have a moral majority of school directors, so it is at this time we clean up the corruption and waste. The need for restoring a proper lawful government is great.
PA State Auditor General's Report (Attached)

Back in late 2019, students were heinously hazed, repeatedly held down, beaten with football pads, and broomsticked. The Criminal laws were applied, however, our local laws, the LASD policy on hazing requires an investigation. This board has a responsibility to oversee and adjudicate the LASD policy which apparently was not done properly by the old board. Now that we have a moral board, we should mitigate the risks of future incidence and instruct the administration to hold a proper investigation of noncriminal application of LASD policy under direct supervision of the board. And, the board should be instructed to adopt policy in compliance with the Timothy J Piazza Antihazing law of 2018
PA State Law Title 18 Chapter 28
https://www.legis.state.pa.us/cfdocs/legis/LI/consCheck.cfm?txtType=HTM&ttl=18&div=0&chpt=28

We need to have certain issues answered to ensure this never happens again. I lobby this government body responsible for oversight to oversee a proper investigation of noncriminal activities. The board should appoint an internal liaison from the community to observe the process. No private information is required, as student numbers, staff numbers can be used.
Training of students, staff coaches, and community educated to the Timothy J Piazza Antihazing law of 2018. Training documentation. Changes to the Coaches handbook to include hazing awareness, Antihazing techniques, training, and lawful responsibilities found through compliance with the Timothy J Piazza Antihazing law of 2018.
PA State Law Title 18 Chapter 28

Investigate the statement made by Steve Holland that he was duped. Steve Holland and Wayne Wentz didn't recommend to hire additional staff to supervise the students that were left alone, and later found to be part of the

hazing incident when I was told the wrestling team, and girls soccer team has gaps in adult supervision.
Board meeting minutes, and video

Respectfully Submitted,

Edward Rarick, Board Secretary
by Janine Partenio, Recording Secretary