

Lehigh Area School District

Lehigh, Pennsylvania

Rescheduled Policy Committee Meeting
Wednesday, February 10, 2021 at 6:45 PM

Minutes



J. Cleaver apologized for the delayed start due to the Academic Affairs Committee Meeting running over.

I. Pledge of Allegiance

II. Call to Order

L. Stern called the February 10, 2021 Policy Committee Meeting to order at 7:07 PM.

III. Roll Call

	Present	Absent
Mr. David F. Bradley, Sr., Member	X	☐
Mrs. Rita Spinelli, Treasurer	X	☐
Mr. Larry Stern, President	X	☐
Mr. Jonathan Cleaver, Superintendent	X	☐
Ms. Janine Partenio, Recording Secretary	X	☐

Also Present:

Gail Maholick, Tim Tkach, Beth White

IV. Policy Review

1) [Policy 146.1 - Trauma-Informed Approach](#) (NEW POLICY)

J. Cleaver mentioned to the Committee that this was a new policy that is required for the District. He said it was previously briefly discussed at the Academic Affairs Committee Meeting with Trauma and Social Emotional Learning for students. He explained that the District is currently implementing trauma training for the staff. He mentioned the relationship between the District and St. Luke's and Lehigh Valley Health Network (LVHN) and how they send out information for wellness, trauma and coping skills. He also stated that the Carbon Lehigh Intermediate Unit (CLIU) offers trainings. He mentioned how staff was trained through the CLIU on September 3, 2020 on Trauma 101 and Self Care. He reviewed the course details of the 3-hour Trauma 101 class. He also reviewed the course details for the Self Care workshop. He said the Policy details those types of trainings that the District will be requiring. He stated that the District had already been doing the trainings without the implementation of this policy. He thanked Mr. Tkach, and his team, for putting the CLIU trainings together. L. Stern mentioned that he appreciated how it spoke about the secondary area of trauma and the collateral damage (and how to deal with the collateral damage) that could occur from it. J. Cleaver said the school Social Workers have really assisted with this as well.

T. Tkach stated how the Social Workers and the Guidance Counselors worked together on putting together the trainings. He said they will continue to do that as the District works closely with LVHN and the CLIU. He believed that the trainings were very important for staff to bring to light different traumatic events for students and adults. He believed the more trainings were available for staff, the more tools the staff would have in their toolbag. He reviewed Safe to Say and how that correlates with the Trauma Informed Approach and that the District would like to stay ahead of it.

2) [Policy 334 - Sick Leave](#)

J. Cleaver reviewed the changes to Policy 334 - Sick Leave which included recommended updates that documentation from a licensed physician, certified registered nurse or a licensed physician assistant would be acceptable. He said anything in green is what is being recommended to add and also mentioned that there was an update to formally explain the process of the District's payout of sick time to retirees. D. Bradley felt the Collective Bargaining Agreement should be finalized before addressing any of the policies. He felt it was putting the cart before the horse and did not agree with making any changes to the policies that affect the collective bargaining agreement without addressing the collective bargaining agreement first. J. Cleaver explained that none of the recommended updates change anything with the collective bargaining agreement and there is a current contract that is being followed. D. Bradley believed it was making changes to the collective bargaining agreement and the benefits should be reviewed by their team. He started discussing the health plans of the collective bargaining agreement. L. Stern stated that the policy did not address anything stipulated in the collective bargaining agreement but just addressed the use of sick days in general. D. Bradley disagreed because it mentioned the collective bargaining agreement. An argument ensued. L. Stern said the policy was referencing staff to their collective bargaining agreement, administrative compensation plan, individual contract or Board Resolution. D. Bradley said G. Maholick had a question. He continued to be irate regardless of the Committee answering his concern.

3) [Policy 334.1 - Sick Leave Bank](#)

J. Cleaver started explaining the updates to this policy and D. Bradley continued speaking over him. J. Cleaver said the purpose was to update the policy that all sick bank days are warranted according to the policy. He explained the process of staff joining the sick leave bank and how it may be applied during an extended illness for additional sick days. The changes included how days were to be used in a consecutive manner for extenuating purposes. Also, that the use of all other paid leave is to be used prior to the use of sick bank time. D. Bradley asked to have the public speak on this item prior to the Committee bringing it to the Board for First Reading and Public Review. He believed it was an official action of the Committee and felt the public had a right to speak before the discussion of the items. J. Cleaver explained that the public is allowed to speak at the end of the Committee Meeting. D. Bradley asked for L. Stern's input on the situation. L. Stern explained the public could voice their concerns about these updates at the next Board Meeting when it is brought for official action to the Board. D. Bradley continued to state that the recommendations brought from the Committee were official actions. J. Cleaver explained that the official actions are taken at the Board Meeting, by the Board, and the public is allowed to comment on any of the agenda items. D. Bradley was arguing that the recommendations were official actions and continued to be condescending. L. Stern asked D. Bradley to not use derogatory language to anyone in the Committee. L. Stern asked to move on to the next policy.

4) [Policy 335 - Family and Medical Leaves](#)

J. Cleaver started explaining the updates to this policy and D. Bradley continued speaking over him about Public Comment. J. Cleaver said it would be taken at the end of the Committee Meeting. D. Bradley was being irate and boisterous, stating how he wanted to make sure that the Committee had the “judges approval for blocking public comment”. J. Cleaver explained the changes recommended for this policy. He said the changes were being made due to change in law and to ensure the District is following federal guidelines. He said the recommendations used were based on PSBA recommended updates on Family and Medical Leave Act for the District staff. D. Bradley stated again how this was a recommendation to the Board and that official actions are considered recommendations made by an agency. He asked if the Committee would be holding Public Comment or violating the Sunshine Act. J. Cleaver asked if there were any other questions pertaining to the recommended updates to the policy. D. Bradley was being irate and boisterous again, that this meeting was not in compliance with the Sunshine Act and continued to ask L. Stern if he was going to allow public comment. R. Spinelli explained that the Committee had passed all of this through the Solicitor and the Solicitor stated that the Committee is able to proceed in this manner. D. Bradley continued to speak over R. Spinelli. J. Cleaver then asked for public comment from any attendees.

V. Public Comment

B. White stated how she was tired of everyone arguing. She asked if they could get along, and speak one at a time, so everyone can hear what they are saying and not have everyone yelling over each other. D. Bradley continued speaking on the same subject. J. Cleaver asked D. Bradley to allow B. White to speak during public comment. B. White asked D. Bradley to speak. D. Bradley continued to discuss what he felt were issues in the District. He said now this Board is taking action that will be a “self-inflicted wound.” L. Stern asked for any additional public comments. J. Cleaver said there were none at that time. L. Stern asked D. Bradley to stop speaking on a soapbox about the Sunshine Act, as the Committee Meeting structure was cleared from the Solicitor. J. Cleaver reminded D. Bradley that the public has the opportunity to speak during the public comment section, prior to the Agenda items with official action, at the Board Meeting and also at the end of the Board Meeting. D. Bradley was badgering L. Stern for an answer to his question, saying “the court will want to hear your answer.” R. Spinelli said the court can ask. J. Cleaver said public comment is offered at every Committee Meeting. D. Bradley said it needed to be prior to the action. J. Cleaver said there is no action at the Committee Meeting.

VI. Adjournment

Next regular scheduled Board Meeting is on Monday, February 22, 2021 at 7:00 p.m.

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

J. Cleaver apologized for the disruptive behavior.

Committee Meeting adjourned at 7:29 PM