

Lehigh Area School District
1000 Union Street
Lehigh, PA 18235
Monday, December 5, 2022 - After Reorganization Meeting
WORKSHOP MEETING - MINUTES

1. Opening Exercises

A. Opening Exercises

Opening exercises included the Pledge of Allegiance and a moment of silence.



B. Call to Order

Board President called the Board Meeting to order at 7:31 PM

C. Roll Call

PR/AB

Pr	Ms. Joy Beers	PR	Mr. Nathan Foeller	PR	Mr. Brian Shaner
AB	Mr. Richard R. Beltz	PR	Mr. Jeremy Glaush	PR	Mrs. Kerry Sittler
PR	Ms. Barbara Bowes	PR	Ms. Heather Neff	PR	Ms. April Walker

Also Present:

Dr. Christina Fish, Superintendent
Mr. Edward Rarick, Business Administrator
Ms. Janine Partenio, Recording Secretary

Dache Zelrick, Dave Krause, Jarrad Hedes, Kyle Spotts, Justin Smith, Suzanne Howland, Floyd Brown, Melissa Volcskai, Samantha Kistler.

D. Public Comment

None at the time.

2. Athletics Committee (Kyle Spotts)

A. Girls Wrestling Program

K. Sports addressed the Board with a proposal to start a Girls Wrestling Team. He mentioned there were over 115 collegiate institutions in the US that offer Women's Wrestling and 9 of them were in Pennsylvania. He said there were currently 3 girls wrestling on the boys team but had as many as 8 girls interested in participating at the High School level. He said research shows that adding a girls' team increases boys participation numbers as well. He believed recognizing the girls wrestling team would increase the strength of the wrestling program, athletics department and school community by engaging more student athletes and providing them social, physical and academic opportunities. He proposed that the Head Wrestling Coach, F. Brown provide oversight of the boys and girls wrestling teams, so there would be no need for added coaches at this time. He mentioned how Tamaqua just added the girls team in November.

J. Beers felt this was a great idea. K. Sittler asked if the girls and boys would compete at the same meets. K. Spotts said yes, they would be at the same meets and they could use a van to transport as opposed to a bus. B. Shaner asked for a cost estimate. K. Spotts said there would be an increase of about \$1,000.00. B. Shaner asked if K. Spotts could speak with the interested players that dropped out. K. Spotts said he expected an increase of participation. B. Bowes asked about the girls impacting the boots program. K. Spotts said there was a need to find a competition for the girls. B. Bowes had a concern with budgeting. J. Glaush asked what would happen with other teams that do not have a girls team. K. Spotts stated that the girls would only wrestle with teams dedicated to girls. B. Bowes asked K. Spotts to reach out to the other interested girls prior to the vote. K. Spotts said yes and that the girls team would still benefit the 3 female student athletes currently on the boys team.

3. Academic Affairs Committee (Sue Howland & Floyd Brown)

A. Pathways to Graduation

S. Howland and F. Brown reviewed the Pathways to Graduation Document shared with the Board. They reviewed the five pathways of graduation. Pathway 1 was thorough Keystone Proficiency. Pathway 2 is through Keystone Composite. Pathway 3 is through Career & technical Education. Pathway 4 is with an Alternative Assessment. Pathway 5 is through 3 pieces of evidence from 2 different sections. Students with IEP's may graduate based on academic goals and the Superintendent may allow a waiver under extenuating circumstances.

J. Beers asked how many students were being tracked for this. S. Howland said there were 10-20 during the COVID year

and about 20 students are being fine-tuned right now and will go up to the wire. She said last year there were two that did not meet the requirements and are struggling. J. Glaush asked to please add this document to the High School and Middle School websites. C. Fish mentioned how PDE changed their mind in September and did not extend the waiver on the Keystones from COVID. K. Sittler asked if parents get notified if students would be below basic on their test scores. S. Howland explained that all test scores are able to be viewed on PowerSchool (not the app). She also stated that a reminder message goes out to parents to view the scores.

D. Zelrick questioned what would happen if a student was accepted into a For-Profit institution of education. S. Howland said any acceptance would fall under Pathway 5. She said counselors are looking to create an in-depth tracking sheet to utilize for all of the students.

4. Finance Committee (Ed Rarick)

None at the time

5. Policy Committee (Christina Fish & Mary Figura)

A. First Reading of Policies

105 - Curriculum Development

105.1 - Review of Instructional Material by Parent/Guardian

105.2 - Exemption from Instruction

108 - Adoption of Textbooks

137 - Home Education

333 - Professional Development

C. Fish stated the first three policies were needed for M. Figura to utilize with the curriculum schedule. She said the next three they were looking to update. B. Bowes asked how parents and the Board would be able to view what is included on the online content of curricular material. C. Fish said she would work with M. Figura on that. B. Bowes mentioned that parents were concerned about SEL content and would like to see the content and have it available to parents as well.

J. Glaush questioned policy 105.1 regarding the amount of requests allowed by parents. C. Fish agreed to remove that statement.

B. Second Reading and Final Approval of Policies

Approve the following policies for Second Reading and Final Approval:

102 - Academic Standards

150 - Title I Comparability of Services

216 - Student Records

C. Administrative Regulations Update

C. Fish reviewed the Administrative Regulations for the following Policies:

103 Discrimination/Title IX Sexual Harassment Affecting Students

104 Discrimination/Title IX Sexual Harassment Affecting Staff

B. Bowes asked if they had provided training. C. Fish said yes and there were three more individuals getting formal Title IX training. She said the roles will be reviewed at the next Title IX Committee Meeting.

6. Buildings & Grounds Committee (Justin Smith)

A. Water Conservation Project

J. Smith reviewed the proposal of waterless urinals. He said the majority of the budget is being spent on water. He said there is currently two gallons of water being utilized per flush and would like to try a pilot program in the Middle School with six waterless urinals. He said the cost is \$200-\$600 per urinal and would like to pilot the B-Wing urinals, since those are the heaviest ones used. He stated it would not allow for flushing foreign items into the urinals. C. Fish mentioned that they were checking to see if this would be covered by the conservation/energy grant. N. Foeller questioned what we pay per 100 gallons and if the cost of the canisters were expensive. J. Smith said he could get a dozen canisters for \$350.00 and a canister holds 7,000 uses. He discussed how the automatic toilets continue to run when the battery expires which is a huge waste of water. He expressed his desire to move back to a manual flushing toilet.

B. Winterization of Campus & Equipment

J. Smith gave an update on the Multi-purpose Stadium and Old Stadium Winterization. He said the Multi-purpose stadium is scheduled for the 12th in order to utilize the soon to be retired staff to train the oncoming staff with winterization.

J. Smith discussed the changing of equipment for snow removal. He said there were a few parts coming in for equipment and should be ready to go for the snow season.

J. Smith reviewed salt purchases for the District. He said there were two types. Calcium Chloride for the sidewalks and the salt for the parking lots which are in bags on pallets. He said the cost was \$850.00 for 40 50-LB bags. He stated he received a better price by purchasing the salt in bulk from the township. He mentioned he would have to take the trucks to fill the order of 4-ton purchased from the Township

J. Smith proposed building a salt shed for the District. He said he could get 10 tons of salt for the cost of a pallet of salt. He said they could construct a block and wall for a salt shed to house salt purchased in bulk. He said they could build it in-house. B. Bowes asked what size. J. Smith said 12x16. He mentioned the Buildings and Grounds crew took a field trip to Pleasant Valley and looked at their salt shed. He said ours would be similar. He stated they were looking for a proper location to allow for the weather to not blow into the shed. B. Bowes asked if there was any issue with permitting. J. Smith explained that they were not at that point of the process yet, they were just discussing this as a possible option right now. J. Beers said she would like to see a sheet of costs for more data.

C. Building Updates

J. Smith explained that all buildings have completed their preventative maintenance and all have some form of a water leak. He said it will need to be addressed in the near future and is looking to schedule repairs over holiday time to avoid student traffic.

7. Negotiations/Personnel Committee (Christina Fish & Ed Rarick)

A. Staffing Attendance Report

C. Fish reviewed the November staffing report with the Board.

B. Business Administrator Continuing Education

E. Rarick discussed the approval of continuing education certification credits for Business Administrator through PASBO/Wilkes University certification program. Courses EL108 Elements of Facility Management and EL109 Elements of Transportation total cost \$250.00. C. Fish explained they would be restarting a PASBO Certification Course through Wilkes University. E. Rarick said it was broken down into 10 key areas with 3 online courses. He said he had 1 last year which was over a 4-week period of working with a college professor and there would be a Wilkes University for each section. He said at the end there would be a Masters of School Business, which must be completed within 5 years. He said it was about 40 courses total and this request is for 2 courses.

C. Professional Development

C. Fish discussed the approval of the following Professional Development:

Employee # 961 to attend the 2023 Penn State Lehigh Valley Society for Human Resources Management from January through April, at a cost not to exceed **\$1,550.00**.

Employee # 99 to attend the SAS Institute's Act 45 Course in the amount of **\$145.00**.

Employee # 1041 to attend the SAS Institute's Act 45 Course in the amount of **\$145.00**.

B. Shaner asked if the Goal for the individual in HR to earn a SHRM CRP. C. Fish said yes.

8. Advisory Council/Appointments Updates

A. Updates

C. Fish asked if there were any updates for the following committees:

Advisory:

Wellness Advisory Council
Leighton Memorial Library Board
Legislative Policy Committee of PSBA
District Advisory Council
Advisory Committee of Title I

Appointments:

PSBA Liaison
CLIU Representative to Operating Committee
CCTI JOC Representative Alternate
LCCC Representative CCAVTS Authority Representative to Operating Committee
CCTI JOC Representative (Nate Foeller term until Dec. 2023)

J. Beers mentioned this was discussed at the Reorganization Meeting where individuals were appointed to the Committees.

B. Bowes questioned the PSBA grant email on infrastructure. She said she would like to know if it would help to switch from electric to gas heat in the fieldhouse. C. Fish stated she would meet with M. Figura to discuss when she returns.

9. Communications

A. Public Comment

J. Beers asked to bring curriculum materials to the next meeting for the Board to review. She said she would like to visit with each grade. C. Fish asked if they would like a presentation on the curriculum or information to review before the Workshop Meeting. J. Beers said she would like to have information to review. C. Fish said she would bring Pre-K and Kindergarten to the January Workshop Meeting.

D. Zelrick stated the sound was still an issue on the recordings of the Meetings. B. Bowes said she received complaints that the live feed would not restart. C. Fish said she could remind the audience to refresh their feed when there is a break-out executive session during a live-streamed meeting.

B. Adjournment

MOTION by B. Bowes, SECONDED by K. Sittler, to adjourn the Meeting.

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

The December 5, 2022 Workshop Meeting was adjourned at 8:55 PM

Respectfully Submitted,

Edward Rarick, Board Secretary
By Janine Partenio, Recording Secretary