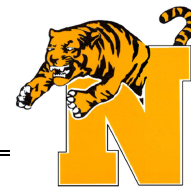


**Northwestern Lehigh School District
6493 Rte. 309, New Tripoli PA 18066
SCHOOL BOARD MEETING
Weisenberg Elementary Cafeteria
Wednesday, December 2, 2009, 7:30 p.m.**



**Re-Organization Meeting
MINUTES**

A. Agenda

Call to Order

The meeting was called to order at 7:33PM by G. Snyder.

Opening Exercises

Opening exercises and roll call as listed below followed.

Roll Call

Roll Call	Pr	Camille Bartlett	Pr	Todd Hernandez	Pr	Sally Schoffstall
Pr/Ab	Ab	Willard Dellicker	Pr	Donald Link	Pr	Gregory Snyder
	Pr	Paul Fisher, Jr.	Pr	Darryl Schafer	Pr	William Towne

Also Present: Weisenberg band students and parents, District teachers, L. Stitzel, L. Frisbie, L. Seier, M. Scott, L. Hoppes, D. Nemes, C. Linde, B. Uplinger, S. Meixsell, D. Sbrocchi, Esq., N. Zellner

Reading of Certificates of Election and Administration of the Oath of Office for newly elected Board Members—District Justice Rod Beck

Election certificates from the Lehigh County Board of Elections were read. District Justice Rod Beck administered the Oath of Office to new members Todd Hernandez and William Towne and to re-elected members Darryl Schafer and Camille Bartlett.

S. Meixsell welcomed new members and guests and explained the re-organization process. R. Cartier introduced Robert Billig and Weisenberg Fifth grade band members. Each band member introduced themselves. The Band performed "Jingle Bells" for the audience's enjoyment. Two Weisenberg students shared and explained their artistic rendering of the Weisenberg Elementary School. Four students read their essay on "What Weisenberg Means to Me."

Approval of Agenda

S. Meixsell noted two additions to the agenda. The agenda was approved as presented.

Moved: D. Schafer

Seconded: P. Fisher

Vote: 8 Aye, 0 Nay

Nomination and election of President Pro Tempore

A nomination was made by D. Schafer, seconded by P. Fisher to elect Donald Link as President Pro Tempore.

P. Fisher moved to close the nominations, seconded by D. Schafer. Seeing no other nominations, Donald Link was elected President Pro Tempore and assumed the President's chair.

Vote: 8 Aye, 0 Nay

Nomination and election of President for the year 2010

Nominations were opened for Board President. A nomination was made by P. Fisher, seconded by C. Bartlett to elect Gregory Snyder as President. P. Fisher moved to close the nominations, seconded by S. Schoffstall. As there were no other nominations, Gregory Snyder was re-elected as Board President.

Vote: 8 Aye, 0 Nay

Newly appointed President will preside

Gregory Snyder assumed the President's chair.

Nomination and election of Vice President for the year 2010

Nominations were opened for Board Vice President. A nomination was made by P. Fisher, seconded by D. Link to elect Sally Schoffstall as Vice President. P. Fisher moved to close the nominations. As there were no other nominations, Sally Schoffstall was re-elected as Board Vice President.

Vote: 8 Aye, 0 Nay

President welcomed guests and provided for comments

Marsha Johnston, President of the Northwestern Lehigh Education Association, read a statement to the Board asking them to reconsider their decision and accept the Fact Finder Report. Anna Gilgoff, High School teacher, Decatur Street, New Tripoli, also read a statement to the Board. Jennifer Malay, District resident, Herber Rd, New Tripoli commented on the Fact Finding Report, voiced her concerns, and urged members of the Board to reconsider. Michael Krause, Middle School teacher, commented on the environment and passion of the District and the community.

Confirmation of Board and Committee meeting dates and times through June 30, 2010

Moved: S. Schoffstall

Seconded: W. Towne

Vote: 8 Aye, 0 Nay

Review draft of 2010-2011 Board and Committee meeting dates and times

Dates and times of meetings were set following the schedule used in the past few years.

Inventory of interest of all Board members to serve on various committees to be appointed at the January 2010 Board meeting

Board members were asked to inform the Board President if they would like to remain on committees or fill the seats vacated by the outgoing Board members.

Personnel action, as listed

1. Recommendation to accept the following Transportation classification changes:
 - a. Ellen Parker, additional Class D substitute driver at a rate of \$15.50/hour effective October 26, 2009
 - b. Diane Sismour, additional Class E van driver at a rate of \$14.79/hour effective November 23, 2009
 - c. Paula Desiderio, additional Class C bus driver at a rate of \$16.70/hour effective November 23, 2009
2. Approval for the addition of the following "Guest Teacher" personnel to the District Substitute Teacher list effective December 4, 2009 pending receipt of all necessary paperwork:
 - a. Christopher Finch, 632 N. 9th Street, Allentown, PA 18102
3. Recommendation to remove the following individual from the substitute "Guest Teacher" list effective November 25, 2009: Donna Kish, permanent position
4. Recommendation to approve the following extracurricular position(s) for the 2009-10 school year pending receipt of all necessary paperwork. Compensation may be adjusted at the conclusion of negotiations:

Extracurricular Application	Name	Stipend
Assistant Wrestling Coach	Bart Wehr	\$3,780.10

Moved: P. Fisher

Seconded: D. Link

Vote: 8 Aye, 0 Nay

Board comment regarding collective bargaining process

The following statement was distributed to the public:

**Northwestern Lehigh School District
Public Comment from School Board regarding Collective Bargaining
December 2, 2009**

The Northwestern Lehigh Teacher Contract expired on June 30, 2009. The Board and the Teacher's Association began the process of negotiations for a new collective bargaining agreement in January 2009 in anticipation of the expiring contract.

The Board and the Teacher's Association met collaboratively 8 times from January through September 2009 as part of the collective bargaining process to move towards mutual resolution of the contract. The Board and Teacher's Association, through this process, made tentative agreements on several items for the new contract, but were unable to bridge the impasse that existed on several other items in the contract, such as salary schedules and health care benefits.

Therefore, in September, the Board requested use of the Fact Finding process offered by the PA Department of Labor. This is a standard procedural element of the collective bargaining process that is outlined in Act 88 of 1992 and the Public Employee Relations Act (PERA). The Teacher's Association mutually agreed to the Fact Finding Process.

The Pennsylvania Labor Relations Board (PLRB), the State's authoritative agency for this process, appointed the Fact Finder for this process. The Board nor the Teacher's Association had control or input into the selection of the PLRB's appointed fact finder.

The Fact Finding Hearing was held on November 5th and allowed for both the Board and the Teacher's Association to present their positions and corresponding data. Both the Board and the Association were complimented for their well-organized, respectful, and professional presentations and demeanor during the Fact Finding Hearing. The Fact Finder, Alex A. Kaschock, indicated he would have his report to the Board and Association on November 18th. The report did arrive after 5:00pm on November 18th. Upon receipt of this report, both the Board and the Teacher's Association had 10 calendar days to take official action to either fully accept or fully reject the entire report. Neither side is permitted to select specific items of agreement.

Knowing the complexity of this report and the financial impact to our programs and our taxpayers the Board needed several days to thoroughly analyze the report.

The Board scheduled an extra meeting for Wednesday, November 25th to take official action on the report. This decision to meet on Wednesday, November 25th was based on many factors including: allowing a maximum amount of time for data and statistical analysis, complying with the deadline of November 28th for required action, public meeting advertising requirements, Board members' schedules, and the impending holiday. The Board also typically meets on a Wednesday evening so the Board knew that was a generally recognized day for a Board Meeting.

The PLRB requires the Fact Finder's Report remain confidential by all parties until the PLRB published the report. The Board was in compliance with the law by not commenting on the report at their Board Meeting on November 25th.

The PLRB published the Fact Finding report on November 30, 2009 on the PA Department of Labor's website.

The PLRB states that once the Fact Finder's report is published the two parties have not less than five (5) days nor more than ten (10) days after the publication of the findings of fact and recommendations, to again inform the PLRB and each other whether or not they will accept the recommendations of the Fact Finder.

In this current economic recession, the Board is very focused on preserving the academic programs, our employees, and the high quality services that are the foundation of the Northwestern Lehigh School District.

The Board believes the current economic recession combined with the lack of commercial growth and now the lack of residential growth in the District will make it very difficult for the District to keep pace with the county average for all employee salaries now and in the future. The Board is keenly aware of the hardships our community members are experiencing in this economy and is heavily weighing the costs to all of our taxpayers.

The Board remains committed to collective bargaining and values the process of fact finding as it was very useful in helping to bridge the impasse. The Board highly values our teachers as well as all our employees. We appreciate that the public recognizes the challenges of balancing the costs to educate the children of our community, maintain our facilities and services, retain highly qualified employees, and remain sensitive to the financial hardships many of our citizens are currently experiencing.

The Board will post these comments, along with the Fact Finder's report, the Board's proposals, the Association's proposals, and a summary of the collective bargaining process on the District's website by the end of the week.

S. Meixsell expressed the Board's wishes to move forward with the Collective Bargaining process and hopes to meet with NWLEA representatives at a mutually agreed upon date in January. C. Bartlett thanked the teachers for their comments.

B. Curriculum/Building Issues

None

C. Policies

Discussion and reaffirmation of PSBA Standards for Effective School Governance (Policy 010 Board Governance Standards/Code of Conduct)

The Pennsylvania School Boards Association put together a code of conduct to be utilized by all school districts. The NWLSD Board adopted this into Policy in April of 2006.

D. Facilities

None

E. District Finances

Approval of agreement with Piscasso People, New York, NY for two performances of Calder ReWired at Weisenberg on March 9, 2010 in the amount of \$1,175.00 to be paid from Student Activities Fund

Moved: P. Fisher

Seconded: D. Schafer

Vote: 8 Aye, 0 Nay

F. Other Reports

Old Business—none

New Business—none

President offered courtesy of the floor for public comment

Glenn Frey, High School teacher, Bake Oven Rd, Germansville, read his comments to the Board. Jean Overstrom, Weisenberg secretary, Broadtail Ct, New Tripoli, expressed her desire for the District to be at peace and do what is best for the kids. Robert Billig commented on his history with the District and his desire for the everyone to "put the kids first." Jennifer Malay commented on the level of excellence demonstrated to her children by teachers in the High School. Mike Sikora, High School teacher, Senny Court, New Tripoli, expressed concerns for the District's ability to maintain high quality teachers and the importance of salaries being offered.

President Snyder thanked the audience for their comments. The Board has never doubted the commitment to students and wishes to work through this in a peaceful fashion.

Communications/Notes for the Board from Paul Fisher, Secretary

P. Fisher noted email communications from Ed & Maureen Roman, Tony Caracio, Theresa Keim, Kris Bellhorn, and H. Virginia Spaide.

Report from Superintendent Meixsell

- a. Administrative/Building Sharing—Administrators welcomed the new Board members and shared current events in their buildings.
- b. Board Member Sharing—Board Members commented the talents of the students presenting tonight which is in part due to the fruits of the teachers' labor. Members also noted their commitment to reach a creative solution to the collective bargaining process that will benefit all stakeholders.
- c. Committee Meetings—Personnel, 12/2/09 @6pm, WEIS Conf Rm
Policy, 12/7/09 @7am, Sm Conf Rm
Buildings & Grounds, 12/9/09 @4pm, Brd Rm
Finance, 12/16/09 @6pm, Sm Conf Rm

G. Adjournment

Upon motion by D. Schafer, the meeting was adjourned at 8:57PM.

Moved: D. Schafer

Seconded: D. Link

Vote: 8 Aye, 0 Nay