

NORTHERN LEHIGH SCHOOL DISTRICT
Special Meeting
Board Minutes

Slatington, PA
July 20, 2020

PURPOSE The special meeting of the Northern Lehigh Board of School Directors was called to order virtually, via Google Meet, by the President, Mr. Gary S. Fedorcha, at 7:05 p.m. on Monday, July 20, 2020.

Mr. Fedorcha announced that the meeting was being recorded and would be posted on the NLSDDmedia YouTube Channel. All votes this evening will be roll call votes and board members were reminded to state their name before making first and second motions.

ROLL CALL Members present: Mr. Robin T. Distler, Mr. Mathias J. Green, Jr., Mrs. Michelle M. Heckman, Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., Mrs. Donna M. Kulp, Mrs. Michele L. Martineau, and Mr. Gary S. Fedorcha (8)

Members absent: Mr. Robert J. Kern, Jr. (1)

Non-members present: Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. Bryan Geist, Mr. Davie Hauser, Mr. Eric Hill, Mr. Matthew Link, Mr. Eugene Marks, Mrs. Sherri Molitoris, Mr. Scott Pyne, Mr. James Schnyderite, Dr. Tania Stoker, and Mr. Robert Vlasaty.

VISITORS Approximately two hundred (200) visitors viewed the meeting.

APPROVE MINUTES Mr. Keegan made a motion, which was seconded by Mr. Green, that the minutes of the regular school board meeting held on June 8, 2020, and the minutes of the special school board meeting held on June 22, 2020, be approved and ordered filed.

Roll call.

YEA: Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, and Mr. Fedorcha (8)

NAY: None (0)

Motion carried.

Mr. Fedorcha thanked everyone for attending this special meeting which is important for our district.

SPECIAL BOARD REPORTS Superintendent's Report - Mr. Link thanked the following groups for their input and support of the proposed NLSDD Health and Safety Plan: 1) NLEA and their officers for their ongoing feedback, help and support and asked for their continued cooperation moving forward; 2) NLEA Support Staff for their dedication and ongoing communication; 3) Administrative team for their energy, encouragement and problem-solving mindset; 4) the parents/guardians and employees who have responded to the surveys; 5) St. Luke's University Health Network for their guidance; and 6) the Northern Lehigh School Board. Mr. Link added that a lot of work has been done but there is much more to do in the days and weeks ahead. As the guidance from the state and federal level changes, we will continue to adapt as necessary. Tonight, we are asking the board to approve the framework the proposed plan offers, and to grant Mr. Link and the leadership team the ability to adjust as necessary moving forward based on future state, federal and local guidance. The uncertainty is overwhelming at times for families, staff, and administration, but we will continue to push forward with different scenarios. Mr. Link shared a summary of the back to school plan for the green, yellow and red phases.

The green phase will include traditional, in-person instruction, 5 days per week. For the most part, start and end times will remain the same; however, alternate schedules or staggered use of buildings may be implemented. Alternative academic options would include potential distance learning for health or safety reasons and be taught by NLSDD teachers. This could be live streams from the classrooms or dedicated teachers doing online lessons. This would be determined by the results of the survey that will go out next week so we can determine how many children will be physically coming to school on August 31st. Another option would be Bulldog Academy which is our existing cyber program that is facilitated through the Carbon Lehigh Intermediate Unit #21, and would be more long-term online learning - a quarter at the elementary school and a semester at the high school. This option would be taught by PA certified teachers, not necessarily Northern Lehigh teachers.

**SPECIAL
BOARD
REPORTS
(cont.)**

Home screening of symptoms and illness will be required. Lunches may be held in alternate locations or in classrooms at the elementary level. Some hallways will be one way and transitions between classrooms will be limited, eliminate secondary bell schedules and allow students to carry materials to reduce time spent at lockers. Students will be seated no more than two to a seat on the bus and face coverings will be required. Visitors and volunteers will be limited to emergency/urgent situations and essential service. All staff will be trained in COVID-19 mitigation strategies and signage will be visible for all students. All students should bring their NLSD chromebooks/laptops, carrying case and a water bottle. Please follow the Department of Health's guidelines for face coverings which are linked in the plan.

The yellow phase will be implemented if the state puts us back in the yellow or locally we feel it is necessary. This phase would be a hybrid of physical and online learning. Alternate schedules and staggered use of buildings may be implemented. Alternative academic options will be the same as the green phase. The health and safety information and what to bring to school will be the same as the green phase.

The red phase will be implemented if the governor closes down schools, or locally at the district level through consultation with the Department of Health and St. Luke's University Health network that we would need to close down the schools. Online learning would be implemented with Bulldog Academy as an alternative. The summary of the plans will be available for all families with a QR code on the card to access the full reopening plan. Once the plan is approved, it will be posted on the website. Summary sheets of the plan will be mailed home to parents. Mr. Link shared the bookmark and quick reference card which includes the student screening procedure. Mr. Link opened up the meeting for questions.

Mrs. Husack questioned if LCTI students will be attending their campus. Mr. Link answered that it is our intention to allow students to attend LCTI if their health allows. LCTI's health and safety plan is on their website.

Mrs. Husack asked with the regards to the options for in person, online learning as well as Bulldog Academy, can a student flow between them or are there restrictions? Mr. Link answered that Bulldog Academy is a long term option and a commitment would be needed from the family that the student would stay in there for a marking period or semester. For short term, online learning, the district and parents will discuss what option fits the best knowing that all of the details have not yet been worked out. Families interested in Bulldog Academy will have meetings with administrators and guidance counselor of the grade the student will be enrolled.

Mrs. Husack asked what procedure is in place if a teacher or student gets sick or if they are around someone that is sick, would they have to quarantine and are there procedures for the whole classroom or building to quarantine? Mr. Link answered that we will follow the guidance and work with the PA Department of Health. The district may have to close a building or the whole district.

Mr. Green questioned how two students in a seat on the buses would look on a 72 passenger bus. Mr. Link answered that it could potentially be two on every seat with students wearing a mask. The survey that will be out next week, will ask parents if they can transport their children to school.

Mrs. Heckman asked if incoming kindergarten parents will have access to the survey. Mr. Link responded that we do have a way to reach out to the majority of the incoming kindergarten parents. Mr. Link turned it over to Mr. James Schnyderite, Principal of Peters Elementary School. Mr. Schnyderite responded that kindergarten registration was done virtually and are currently transitioning into face-face registration. Community outreach phone calls and emails have been sent to all parents who have begun the registration process. Mr. Hill confirmed that once power school rolls over at the at the end of July, all kindergarten registrations to date will be included in the community outreach program. Mr. Link added that the parent survey will be on the district website.

Mrs. Husack questioned how truancy will be handled and secondly, how will we handle any teacher shortages since we have had problems in the past with the number of substitute teachers on our list. Mr. Link answered that we could eventually reach a critical point if our teachers have to quarantine, if they are showing symptoms, or worst case scenario, contract COVID-19. This could be one of the factors

**SPECIAL
BOARD
REPORTS
(cont.)**

in deciding to move to remote learning. Guidance is ongoing on what we can suspend in our policies as it relates to mandated doctors' notes, and student attendance improvement plans. Mr. Hauser has taken the lead on researching attendance. Mr. Hauser explained that both district policy and the PA School code dictate how attendance is enforced. Both the PA School code and district policy allows for excused absences in the case of quarantine. This year we are looking into how attendance is coded so that students can be marked present when physically in school and online virtually. If a student does need to be out because of contracting the virus, a doctor's note will be required. Communication is key so that attendance is coded correctly while showing some flexibility with mandated attendance. Truancy requires looking at the reasons for absences, so there is flexibility.

Mrs. Martineau asked how substitute teachers would be checked for symptoms Mr. Link answered they will follow the same guidelines as our employees by checking their symptoms before their arrival. Mr. Link stated that on a good day in 2019, it was difficult to find substitute teachers. The pandemic has added a whole new layer to overcome to generate a robust substitute pool.

**COMMUNITY
QUESTIONS**

Mr. Richard Pender asked Mr. Link to clarify the face mask wearing during classroom instruction. Mr. Link answered that school districts are required to follow the orders set forth by the PA Department of Health that if you are in public, you have to wear a mask, especially if classroom social distancing will be less than six feet, which will happen in some classrooms. It is the expectation that students and staff wear a mask. We are looking into how mask breaks can be done effectively, and efficiently throughout the day. The PA Department of Health mask order can be found in the health and safety plan. There will be exceptions to the mask order and we are requesting continued guidance on those exceptions from PDE, the PA Department of Health, and legal counsel.

Ms. Denise Pioli asked: Is there a plan in place to address the lack of communication to this point so that working parents are able to better plan in ever changing circumstances? Mr. Link answered that we are trying to communicate as the information becomes clear to us. Mr. Link encouraged anyone with specific questions to reach out to your student's principal or guidance counselor. We are constantly vetting information before it is released.

Ms. Kim Bentz asked: When school initially closed, is there a reason we didn't move to Bulldog Academy? Is participation capped in this program? Mr. Link answered when the governor ordered school's closed on March 13th, we were unaware that it was happening or how Bulldog Academy would play into the Continuity of Education plan. The initial message from the governor's office was that it was a two week shut down. Bulldog Academy is not designed to be a short term fix for a few weeks of online learning. At that time, we concentrated on our continuity of education plan, how to provide meals to our students, and how to train our teachers in an online learning environment.

Ms. Ashley King asked: How will lunches in the classroom work at the elementary level for the allergy students? Mr. Link answered that lunches will be prepared in the kitchens and if it is in a building where the students are to eat in their classrooms, a cafeteria employee will deliver the meal to each child. At the secondary level, social distancing and plexiglass will be implemented at the tables. Lunch options will be limited and a la carte options will be eliminated. Mrs. Bahnick added that there will be a hot or cold lunch option, and contact of food items by students, will be eliminated. We are also looking at going cashless. Mr. Link thanked Mrs. Bahnick and the Food Service department for providing meals during the shutdown and through the summer. Mr. Pyne answered that students with allergies will be socially distanced in the classrooms just like they are in the cafeteria. The principals will continue to work with the parents of students with allergies. Right now the plan is to have labeled bags delivered to the classrooms for each student. Mr. Link asked Mr. Pyne if we are prepared to accommodate an allergy student in a different area, if requested by the parent. Mr. Pyne answered yes. Mr. Schnyderite asked parents to communicate with the school nurse if there are any allergies and they will be dealt with on a one-on-one basis. Mrs. Bahnick noted that when allergies are communicated to the school nurse it is also immediately communicated to the food service department. Mrs. Martineau asked if the students will be allowed to bring lunches from home. Mr. Link answered yes, at this time unless we get guidance otherwise. Mrs. Chamberlain reported that the cafeteria in the Middle School will be utilized with social distancing implemented. Mr. Vlasaty added that there will be four students at a table and plexiglass dividers will be utilized at the High School.

**COMMUNITY
QUESTIONS
(cont.)**

Ms. Denise Pioli asked will students transitioning to the Middle School, who will no longer have a Chromebook due to turning it in, be issued new ones even if school cannot open? Mr. Hill answered that K-8 will be issued a Chromebook and laptops will be issued for 9-12 grade students. If school does not reopen, there will be a plan in place to get the devices out to families.

Mr. Richard Roberts asked if nurses or school personnel are checking temperatures, or are you for some reason going with the “good faith” approach with families, and if so, Why? and Ms. Samantha Handwerk asked if teachers will have temperature checks when they report to work? Mr. Link answered that employees will be required to self screen at home and a google doc will be utilized for teachers to fill in data. We cannot mandate students to respond every morning in a google doc so in some ways it is in “good faith” that we ask all of our families to please cooperate. Every building will have contactless thermometers. We do not have the capacity to screen every child as they come through the door as we could potentially lose up to one hour each day.

Mr. Richard Roberts asked what are the NL teachers doing if not teaching if the school turns red? Mr. Link answered if the state mandates it or at the local level it is needed, teachers will return to online teaching in the red phase. Instruction will be online and we are piloting new systems right now to have consistencies throughout buildings.

Ms. Tamara Fahringer asked if the teachers attended professional development related to facilitating online education in the event we need to transition to online learning. Mr. Link asked Dr. Stoker to respond. Dr. Tania Stoker responded that sessions were hosted by some of our own teachers who are part of the Google team or are highly capable in the online environment. Mrs. Dunham taught screencasting, Google classroom, and how to use the G suite during the inservice days and some teachers did it on their off hours. We are looking into professional development sessions over the summer as well. The upcoming school calendar has ten inservice days where we will be hosting additional online training for whatever the need will be at that time. Dr. Stoker added that we did receive feedback from parents on how they struggled with some of the technology and helping their child participate in the online environment, so we are looking into mini lessons that can be posted on the website.

Ms. Deb Bielawski asked under “What to Bring” I do not see backpacks/lunch bags listed. Is that because these are obvious things students would bring along or are you suggesting students not bring them along with them? Mr. Link responded that backpacks/lunches are still allowed.

Ms. Samantha Handwerk asked when distance/hybrid learning is considered, will students zoom into the physical class, or would they just have a list of what to do like the end of last school year? Mr. Link answered that we are setting expectations that we want more face time with the students. We are currently piloting a live stream system for students because we know from parent feedback that both students and parents want more live interaction with their teachers. There will still be independent work that will need to be done.

Ms. Kristin Garrison asked if children need to be in a mask during the day in the classrooms? Mr. Link answered yes, we have to follow the state order, even if we are not happy about it. The Secretary of Education was asked multiple times if this order applies to schools, and his answer has always been yes.

Ms. Angela Williams asked if a teacher or a student in the classroom tests positive for Covid, will the entire classroom be quarantined for 14 days? Mr. Link stated that the guidelines right now are recommending that, but we will be working with the Department of Health for guidance.

Ms. Kristin Garrison asked what will happen with Vo-tech students and will we provide transportation to and from LCTI? Mr. Link answered at this time, LCTI is ready to accept our students and we will continue to provide transportation but we are also in discussions with LCTI if they would be able to expand their parking facilities to allow students to drive, if permitted by their parents. Dr. Rushton and LCCC are in negotiations to allow the lower parking lot to be utilized since 70%-80% of classes will be online this fall at LCCC.

**COMMUNITY
QUESTIONS
(cont.)**

Mr. Richard Roberts asked what happens if a student refuses to wear a mask for spite, not for medical reasons? Mr. Link replied the guidance we are receiving right now states that if the student has an exemption, or they are not wearing a mask because of____, we are allowed to ask them for a deeper explanation as to why it falls into one of the exemptions. If it falls into one of the exemptions, or doesn't, arrangements will be made to get the student the same instruction in an alternate area of the building. We are pressing the Department of Education and Department of Health to help with these issues.

Ms. Denise Pioli asked will teachers be expected to follow the same health and safety standards, including temperature checks upon arrival? What will the cleaning and sanitizing process be throughout the day? Mr. Link replied that employees will be self checking before arriving. We are adjusting the schedules of our custodians to accommodate cleaning during the day but also have more thorough cleaning in the evening We are looking into bringing in our substitute custodians to help with the high touch areas.

Mrs. Samantha Handwerk asked what is the max amount of students that will be allowed in the classroom because of the governor saying kids must be six feet apart and also, will band and choir be cut because of social distancing rules? Mr. Link answered that right now we do not have plans to cut band or choir. At this time, guidance from the governor's office is six feet to the greatest extent feasible. As mentioned previously, we will not be able to get six feet apart in every classroom. We are looking into alternate settings.

Ms. Jennifer Levan-Uhler asked, is there a specific plan in place for special education students? Mr. Link answered yes, everything from the evaluation process to in person instruction and will be very flexible with online learning. Mrs. Dotta explained that all of our special education students will be afforded the same opportunities as our regular education students. Mrs. Dotta added if we have a medically fragile student and we have to go to an online streaming platform, that will be discussed with the IEP team. For specially designed instruction or help in deciding what would be best for each student, Mrs. Dotta encouraged parents to contact their case manager to discuss any specific questions or concerns. Mrs. Martineau asked if the IEP meetings would be virtual. Mrs. Dotta answered yes they will continue to keep everything as virtual as possible even when we are back in school, IEP meetings will be virtual.

Ms. Denise Pioli asked will you be allowing for flexibility in attendance requirements in order to allow for 14 day quarantine periods? Ms. Tamara Fahringer asked if a parent is on quarantine, and the student must stay home due to potential exposure, will the student be faced with truancy concerns, or will online learning be immediately offered during that time? Mr. Link answered that we will be working with the families if they have to quarantine due to the student or other family members. Mr. Hauser answered that in that situation, truancy would not apply as long as there is appropriate documentation. We have the capability to mark the student present as long as they are participating virtually. Quarantine is an acceptable excuse. Communication is key.

Mr. Kyle Ritz asked what about children with asthma, my kids can't wear a mask all day. Mr. Link answered that the order released by the governor's office states that asthma would fall into one of the medical exemptions.

Ms. Heidi Mack asked if there are any plans to help with drop off/pick up procedures outside of the schools as the self-transport volume is expected to increase to limit exposure on buses? Mr. Link answered yes, they will have to look at new drop off and pick up points. Entrance and exit points will have to be altered to help with the flow of traffic as well as possibly start and end times. Mr. Pyne added that it will definitely be looked at for Slatington Elementary.

Mr. Tim O'Brian asked if the buses would be sanitized throughout the day? Mr. Link answered that we are working with Brandywine Transportation to sanitize after the runs. We have additional sprayers we will be giving to them and their employees will be utilizing them to sanitize in between runs. The buses will also have hand sanitizer available.

Ms. Kristin Garrison asked who do we contact to enroll our student in Bulldog Academy? Mr. Link answered that Mrs. Chruscial is the lead Bulldog Academy contact at the High School.

**COMMUNITY
QUESTIONS
(cont.)**

Ms. Erin Kern asked has there been any discussion regarding children getting chromebooks and supplies prior to August 31 in the event we cannot physically attend school on the 31st? Mr. Hill answered that in the event we would not open, we will do the drive through pick up like we did in March.

Mr. Dan Parks asked: my daughter is entering kindergarten this year, who do I talk to to get an idea of how it's going to go so I can get a better idea if I should send her this year? Mr. Link answered that we are excited to have your child as a Northern Lehigh bulldog. You can reach out to the principal, Mr. Schnyderite or his assistant Mrs. Kathy Reese, or Dr. Stoker, Assistant Superintendent who oversees district enrollment and registration.

Ms. Cynthia Zimmerman asked what is the coordination plan with LCTI? What will first year attendance look like for my 10th grader? Mr. Link answered that it is our intent to have students participate at LCTI as close to the norm as possible. Transportation will be offered and we are in communication with LCTI to have expanded parking for those students who want to drive. For specifics, Mr. Link encouraged parents to reach out to LCTI for their health and safety plan.

Mr. Matthew Reighard asked if buses would be provided for children that are in before and after school daycare? Mr. Link answered that whatever we transport for now, we will continue.

Ms. Heather George asked I would like to know the specific mask rules regarding Peters Elementary. Will students have to be in masks the entire day or only when in hallways and buses. Mr. Link answered that according to the mask order from the state, whenever children are less than six feet apart, they will have to wear a mask. There will be some classrooms at Peters Elementary School where students would potentially need to wear a mask the whole day.

There were a few people thanking the food service staff for providing meals throughout the summer.

Ms. Abigail Peartree asked that as a student who is high risk, will I be able to take extra safety precautions that are brought from home, such as gloves, personal hand sanitizer, n-95 masks, instead of surgical, lysol wipes, etc. Mr. Link asked that she reach out to your building principal or Mrs. Dotta so that we can specifically plan for high risk students.

Ms. Renee Kinchen asked in regards to the food maybe going cashless, are they going to lift the charge that they put on the account when putting money into their lunch accounts? Mrs. Bahnick answered that they can send in a check, money order, or go through the K-12 payment plan. Due to K-12 being a third party provider, we cannot lift any fees.

There were a few questions on orientation for the different buildings. Mr. Pyne answered that at Slatington Elementary, if the district plans for in person instruction, in the safest way possible, he would like the students to be able to come in and see the building. Mr. Schnyderite answered they would love to do it in person as well, but he is working on a virtual tour especially for new students and families to the district. If meet the teacher night and orientation cannot happen in person, it will be held virtually. Mrs. Chamberlain answered that the Middle School is also working on a virtual orientation and back to school night to ensure all students are comfortable with the building. Mr. Vlasaty added they will be flexible and adaptable. They will plan for a live orientation but will have a virtual option as well.

At 8:49 p.m. the board members agreed to take a five minute break and reconvene at 8:55 p.m.

The meeting reconvened at 8:55 p.m.

Ms. Christina Crotsley asked, is there still going to be gym class and any extra classes or are you sticking to the main classes? Ms. Kristin Garrison asked if the students would still have gym and recess? Mr. Link answered yes, there will still be gym and recess but we know there are things that we can and cannot do so. It may mean that teachers who teach special subjects will be going into the room rather than have students change classrooms.

**COMMUNITY
QUESTIONS
(cont.)**

Ms. Tamara Fahringer asked if there will be real time live instruction available for elementary school age kids? Mr. Link answered yes, we are looking to implement real time live instruction.

Mr. Hill stated that there were a few more questions about masks that were already covered.

Ms. Elissa Pape asked if the school is going to provide masks to the students? Will there be masks available if they forget it at home? Mr. Link answered we are encouraging all students and staff to bring a mask from home that meets the criteria set by the state, which can be accessed in the full health and safety plan. We do have a stockpile of masks at every building should students/staff forget to bring one.

Ms. Holly Rainey asked if the students have to do remote learning, will the teachers be able to go into the school to get their workbooks? Mr. Link answered yes, we will put a plan in place to get materials to the students.

Ms. Erin Knecht asked, I'm sorry if I missed this, but if we have to go hybrid, is there a plan for which students will go in on which days? Mr. Link answered there is no specific answer yet, we are looking at the number of students how best to divide them.

Ms. Cynthia Zimmerman asked, how will you address incidences of bullying which will occur where students cough on other students with intent or harass through saying that a student has COVID? What will be the consequences? Mr. Link answered that we will implement our discipline policy. It is unacceptable behavior, and will be addressed.

Ms. Kristin Garrison asked, what if a student who tests positive is a bus student? Will all the students on the bus, including the bus driver and aide have to quarantine? Mr. Link answered we will work with the Department of Health and reach out to anyone who had contact with that student or employee. Based on the guidance of the Department of Health, they could potentially have to quarantine.

Ms. Tamara Fahringer asked, will students be attending special subjects (i.e. art, gym, library, etc.) outside of their classroom or will the teachers be coming to the classroom to minimize transmission/contact in the hallways? Mr. Link answered that at the elementary level, we are looking at having the teachers go to the classrooms. We are still working through that at the middle school and high school level.

Mr. Dan Parks asked is online schooling available if parents are not comfortable sending their kids to school? and would those children be given a Chromebook? Mr. Link answered that if they participate in online learning directly from our school district or Bulldog Academy, yes; any other outside cyber school, the answer is no.

Mr. David King asked would it be beneficial or feasible to keep kids in one classroom, and move the teachers during the school day? Mr. Link answered we are looking to do that wherever feasible.

Ms. Kim Phillips asked what is the plan regarding how the bathrooms located in the classrooms will be cleaned...after each student use? Mr. Link answered that we are putting a plan in place to have those bathrooms cleaned frequently. At this point, I do not know if it will be after every single use.

Ms. Angela Williams asked is it a violation of HIPPA laws to ask a student or parent why their child will not wear a mask? Mr. Link answered that is part of the legal guidance we are getting from our attorneys. Right now, it looks like we can ask them why, and make a determination if it falls into one of the allowable exemptions, but we are not allowed to demand they produce something in writing from their healthcare provider.

**COMMUNITY
QUESTIONS
(cont.)**

Ms. Heather George asked are we able to know if our children will be in a class at Peters that requires a mask all day as that is a major deciding factor if my son will return to public school or not? Mr. Link encouraged her to reach out to Mr. Schnyderite. One of the reasons we cannot specifically answer that is because we don't know yet how many children will physically be in the building.

Ms. Krystall Borman asked if there will be a form to enroll the children into Bulldog Academy? Mr. Vlasaty answered that a meeting would have to be set up with the guidance counselor and principal. A meeting would be set up with Mrs. Tiedeman to see if the child would be suitable for an online environment. Mr. Link answered that at the High School, the contact would be Mrs. Chruscial or Mrs. Hoffert, at the Middle School it would be Mrs. Brown, at Slatington Elementary it would be Mrs. Mengel and at Peters it would be Mrs. Kromer.

Ms. Ashley King asked is there a deadline to when we need to decide if we will send our children for in person or online for Bulldog Academy? Mr. Link answered that a deadline has not yet been set, but once the survey goes out, there will be time to make a decision.

Ms. Tamara Fahringer asked since you have said that you plan to use a similar online platform that was used in the spring, can parents be assured that the quality of education will not be compromised as it was in the spring? Mr. Link answered it is our goal to have a high level of education no matter what learning environment we are in.

Mr. Keegan stated that we need to have a communication protocol for returning phone calls. There was a lot of questions tonight and some of the answers have to come from administrators in all of the buildings. There needs to be a timeframe as to when families can expect to hear from administration. Mr. Link replied that generally the rule is 24 hours although that is not always possible.

Mr. Fedorcha reported that he has received an email from Mrs. Lori Geronikos from the Education Foundation and her question was, can we not take temperatures of everyone as they come in the building, like they do in the hospital. Mr. Fedorcha added that he did respond to her that taking temperatures of every student would take a lot of time and take away from the instructional day. She added that the Education Foundation can help support this effort. Mr. Fedorcha suggested that a time be set up to discuss how the Foundation can support the district. Mr. Link thanked Mrs. Geronikos and the Education Foundation for supporting us since the beginning of the shutdown whether it was recommendations or helping with the feeding program. Mr. Link stated that he would reach out to Mrs. Geronikos.

Mr. Fedorcha thanked the community for participating and asking wonderful questions. If you have any other questions, please contact the building principals or Mrs. Dotta.

Mr. Fedorcha reported that an executive session was held virtually prior to tonight's meeting to discuss personnel issues.

PERSONNEL

Mrs. Martineau made a motion, which was seconded by Mrs. Kulp, that the Board of Education approves the following personnel items:

Resignation**K. Hill**

Accept the resignation of Kerry Hill from her position as Administrative Assistant to the Assistant Superintendent, effective the end of the business day, July 23, 2020.

PERSONNEL**(cont.)**

Appointment Instructional K. Parsons	Katlyn Parsons* Assignment: Salary: Effective	Temporary Professional Employee Peters Elementary First Grade Teacher \$50,750 (Step 1 Bachelors on the 2020-2021 CBA Salary Schedule) August 25, 2020
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***Pending verification of Missing Personnel File Items**

Roll call.

YEA: Mr. Green, Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, Mr. Distler, and Mr. Fedorcha (8)

NAY: None (0)

Motion carried.

Mr. Link wished Mrs. Hill good fortune and good health. Mr. Link welcomed Katlyn Parsons to her new position as first grade teacher at Peters Elementary.

**NEW
BUSINESS**

Mr. Keegan made a motion, which was seconded by Mr. Distler, that the Board of Education approves the following New Business Items:

Resolution COVID19 Emergency	RESOLVED, the Board of Education approves the Resolution Declaring COVID-19 an Emergency with regards to Section 520.1 of the PA School Code.
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Health & Safety Plan 2020-2021	Approve the Northern Lehigh School District (NLSD) Path to Reopening for K-12 Schools, Health and Safety Plan, which is aligned to the PDE Preliminary Guidance for Phased Reopening of Pre-K to 12 Schools, for the 2020-2021 school year.
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Mr. Fedorcha stated that he is asking for a motion for the plan as it stands today.

DISCUSSION

Mr. Green stated that he is a little concerned about the number of students on a bus. He said he does not know what the answer is, or if we can get parents to help out. He also stated that he is very concerned about the mask requirement. We know we cannot force students or staff to wear a mask. Mr. Green said he is not comfortable with saying it's okay for our staff to be around people not wearing masks. Can we get someone in the governor's office to give us leeway on this issue understanding that the law says we have to give everyone an equal opportunity for an education. He stated he is not comfortable asking our employees and students to be in these confined areas without everyone being forced to wear masks. The governor wants us to move forward, but they are not giving us the tools and equipment that we need to move forward. He stated until that happens, he is not comfortable approving a plan. Mr. Link acknowledged that it is frustrating. We have sought legal guidance on these issues, we have shared our concerns with the Executive Director of our Intermediate Unit who is our liaison with the Department of Education in the governor's office, we continue to advocate for definitive direction at the state level through PASA, and PSEA is sending similar messages. Mr. Fedorcha agreed with Mr. Green's comments; however, the plan before us tonight is for the total opening of school and part of that necessitates us following the state's guidelines. This plan may change before school opens. Students who do not comply will be asked to learn online. We are getting too close to the opening of schools not to have a plan. Mr. Green agreed with Mr. Fedorcha and the state have pushed this off to the local level. He stated he would not want to go into a classroom with twenty students not wearing a mask and it's not fair to ask our faculty to do that either. If we can't force one student to wear a mask, three days later, nobody is going to be wearing one. The governor needs to override that law and say yes, you can make people wear masks, and social distance.

Mr. Keegan asked since there were a lot of questions tonight, and there will be many more, can we develop an FAQ so we are all not bogged down with phone calls and emails. Mr. Link noted that was done for the continuity of education plan, and it is our intent to do it for this plan as well.

DISCUSSION
(cont.)

Mrs. Martineau asked if the mask order does not have any teeth? Mr. Link answered, that if you are in public, or in schools, you have to wear a mask. The only time you do not need a mask is if you fall into one of the exceptions. We are not allowed to demand from a healthcare provider written proof that you fall into one of those exceptions. It will be a discipline issue if they just refuse to wear one. We will continue to send those messages to the state. Mr. Green added again that we cannot force students, or staff to wear a mask and therein lies the problem. Mr. Link implored the families of the district to work with us in making sure that your children wear masks. The more we buy into it as a district and community, there will be fewer disruptions.

Mrs. Husack asked what the results of the surveys were as far as are most of the students looking to come back in person or online? She asked can we give it a try for one or two weeks or see what other districts are doing. What is the reasoning behind the decision to come back for in person instruction. Mr. Link answered that a majority of the parents (over 60%) want their sons/daughters to come in five days a week for instruction; 20% would like a hybrid model, and the rest are either fully remote or they just don't know yet. Regardless, the overwhelming majority was, for in person instruction.

Roll call.

YEA: Mrs. Heckman, Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, Mr. Distler, Mr. Green, and Mr. Fedorcha (8)

NAY: None (0)

Motion carried.

LEGAL

Mr. Distler made a motion, which was seconded by Mr. Green, that the Board of Education approves the following legal item:

Settlement Agreement & Release

Approve the Settlement Agreement and Release in regards to student #2390025.

Roll call.

YEA: Mrs. Husack, Mr. Keegan, Mrs. Kulp, Mrs. Martineau, Mr. Distler, Mr. Green, Mrs. Heckman, and Mr. Fedorcha (8)

NAY: None (0)

Motion carried.

Mr. Keegan thanked the administration, board and teachers for everything they have done since March. It is a daunting process and everyone has worked really hard.

ADJOURNMENT

Mr. Keegan made a motion, which was seconded by Mrs. Martineau, that the special meeting of the Northern Lehigh School District Board of School Directors is adjourned at 9:32 p.m.

Roll call.

YEA: Mr. Keegan, Mrs. Kulp, Mrs. Martineau, Mr. Distler, Mr. Green, Mrs. Heckman, Mrs. Husack, and Mr. Fedorcha (8)

NAY: None (0)

Motion carried.

Respectfully submitted,

Gale N. Husack
Secretary

ATTEST: _____ President
Gary S. Fedorcha