

**NORTHERN LEHIGH SCHOOL DISTRICT**  
**Regular Meeting**  
**Board Minutes**

**Slatington, PA**  
**April 10, 2017**

**PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Gary S. Fedorcha, at 7:35 p.m. on Monday, April 10, 2017, in the Administration Office Board Room.

**ROLL CALL** Members present: Mrs. Debra Bower, Mr. Robin T. Distler, Mr. Mathias J. Green, Jr., Mrs. Gale N. Husack, Mr. Robert J. Keegan, Jr., Mrs. Donna M. Kulp, Mr. Gregory S. Williams and Mr. Gary S. Fedorcha (8)

Members absent: (0)

Non-members present: Mr. Jeffrey Bachman, Mrs. Susan Bahnick, Ms. Tori Csanadi (Jr. Rep.), Mr. Greg Derr, Mrs. Michele Dotta, Mrs. Rhonda Frantz, Mr. John Hrizuk, Ms. Karlyna Kemery (Sr. Rep.), Mr. Paul Leonzi, Mr. Michael Michaels, Mrs. Sherri Molitoris, Mrs. Karen Nicholas, Mrs. Tanya Simms, Attorney Charles Stopp (Solicitor), and Mr. Robert Vlasaty.

**VISITORS** Approximately thirteen visitors attended the meeting, in addition to Terry Ahner, reporter for The Times News.

Mr. Michaels introduced Mrs. Gail Lafferty. Mrs. Lafferty accompanied the sixth grade team on March 24<sup>th</sup> to the Challenge 24 competition at the IU. Brittney Diehl, who was the regional winner for sixth grade, will attend the state competition on June 14, 2017; Alivia Obenski was the regional runner-up and will also be going to the state competition; Madelynn Mack was a regional semi-finalist and Cadence Peters, who has been competing for the last three years. Mrs. Lafferty added that they are a well-motivated group. Mrs. Lafferty stated that on March 31<sup>st</sup>, she took the fifth grade team of Brayden Arnold, George Husack, Stephen Thomason and Kaitlyn Stock, who was a regional semi-finalist. Mrs. Lafferty thanked the board members for allowing the students to compete.

**VACANT**  
**BOARD**  
**MEMBER**  
**SEAT**

Nominations Mr. Fedorcha opened the floor for nominations.

Mr. Williams nominated Mrs. Kristie Wilk for the open board seat, which was seconded by Mrs. Husack.

Close Nominations Mr. Williams made a motion to close nominations, which was seconded by Mrs. Kulp.

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

NAY: None (0)

Motion carried.

K.Wilk By unanimous vote, appoint Mrs. Kristie Wilk for the open board seat.

Mr. Williams announced that after twelve years of serving on the board, he will not be running in November, 2017. Mr. Williams stated that when he initially ran for the board, there were seven to eight candidates and the meetings would have to be held in the gym because the public wanted to scream at the school board and the superintendent. He stated that he never wants to see it get that way again, and the board as a whole, and Mr. Michaels, have made it possible for the district to run smoothly. He added that the three candidates who were not chosen, should run for open board seats and come to the meetings and stay involved. Mr. Williams stated that most of the work of the board is done at the committee levels which are open to the public.

Mr. Fedorcha echoed Mr. Williams by stating that committee meetings are open to the public and that open board seats can still be filled with a write-in vote. Mr. Fedorcha thanked all of the candidates for applying.

**APPROVE  
MINUTES**

Mr. Distler made a motion, which was seconded by Mr. Williams, that the minutes of the regular school board meeting held on March 13, 2017 be approved and ordered filed.

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

NAY: None (0)

**SPECIAL  
BOARD  
REPORTS**

Carbon Lehigh Intermediate Unit - Mrs. Husack reported that on the agenda for approval this evening is the 2017-2018 Facilities Plan Committee Report.

Legislative Report – Mrs. Bower reported that the state is reviewing requirements for the PSSA and Keystone exams which have to be submitted to the USDE by September. These exams will look different next year due to the abolishment of the No Child Left Behind Act. Mrs. Bower reported that an article in the Morning Call stated that Governor Wolf's budget increases education funds by \$200 million, but reduces transportation reimbursements by nearly 9%. Mrs. Bower added that the budget is on track for the June 30, 2017 deadline. Mrs. Bower announced that a new proposal is being introduced to the State Senate regarding property tax reform. This would include a raise in sales tax from 6% to 7% and personal wage tax from 3.07% to 4.95%. Districts would still be able to send tax bills for any existing debt.

Lehigh Carbon Community College – Mr. Green reported that 68% of the students that graduated from LCCC with a two-year degree are totally debt free. If money is tight, you may want to look at sending your children to LCCC. Mrs. Bower added that she wished her son had started there because his debt is very high with a 9% interest rate.

Committee Reports and/or Meetings

Minutes of the Education/Policy Committee Meeting held on April 3, 2017, were distributed.

Minutes of the Technology/Buildings & Grounds Committee Meeting held on April 5, 2017, were distributed.

Minutes of the Finance Committee Meeting held on April 5, 2017, were distributed.

Student Representatives to the Board Report – Ms. Karlyna Kemery and Ms. Tori Csanadi distributed the written student representative report and verbally reported on its contents.

Solicitor's Report – Attorney Stopp reported that a recent seminar was held on open meeting law amendments and what records are accessible as it relates to local governments. Attorney Stopp forwarded a summary to Mr. Michaels.

Business Manager's Report – Mrs. Frantz reported that the Lehigh Tax Collection Committee comprising all of the school districts and municipalities, approved a five-year agreement with Berkheimer tax administration for the collection of our earned income tax. It is a lower commission rate than we currently have. Mr. Keegan asked how many districts are involved in this committee. Mrs. Frantz answered nine.

Mrs. Molitoris announced that a proposed budget was presented at the last Finance Committee meeting. The budget has a shortfall of \$770,000, but due to some savings in healthcare and the ability to save fund balance for a few years, no tax increase is proposed for the 2017-2018 school year. Mr. Green asked if everyone will have laptops. Mrs. Molitoris responded that all core subjects in the High School will have them next year. Mr. Green asked if that means every student will have a laptop. Mr. Michaels stated, no that will be done in the future.

Federal and Other Programs Update – Mrs. Nicholas reported that this is the time of year we start enrolling students for the HeadStart classroom. For the past twelve years, we have collaborated with Community Services for Children to serve a classroom of 20 three and four year old students. To be eligible, a family of four must have a yearly household income at or below \$24,600. Please call Community Services for Children at 610-437-6000 to apply or call Mrs. Nicholas for more information.

Superintendent's Report – Mr. Michaels reported that at a recent meeting he attended, the subject of kindergarten was raised. They were amazed that a district as small as ours, had full-day kindergarten.

Mr. Michaels stated that as he has said repeatedly, we are the “gem of the Lehigh Valley.” We have the best students.

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

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

Retirement Resignation W. Shirk Accept the retirement resignation of Wendy Shirk from her position as High School Cook’s Helper effective the end of the work day, April 28, 2017.

Appointment Instructional Rajeev Gupta\*  
Assignment: Temporary Vacancy Replacement Senior High School Physics Teacher replacing an employee on family medical leave.  
Salary: Substitute Teacher Rate Days 1-30; Day 31 and beyond \$46,875.00 prorated (Step 1 Bachelors on the 2016-2017 CBA Salary Schedule)  
Effective: On or about April 10, 2017  
Termination Date On or about June 12, 2017  
**\* Pending Verification of Missing Personnel File Items**

Appointment Non-Instructional Bobbi Jo Reed\*  
Assignment: Senior High School Cook’s Helper  
Salary: \$9.00 Per Hour Monday-Friday, 5 ½ Hours Per Day 180 Student Days a school year plus additional cleaning days as needed (2013-2017 Educational Support Personnel CBA)  
Effective: April 11, 2017  
**\*60 Day Probationary period ending August 28, 2017**

Family Medical Leave Approve the request of employee #6712 to take an intermittent Family Medical Leave of absence beginning on April 10, 2017, to care for a family member.

Game Workers 2016-2017 Motion to appoint the following person as Game Workers for the 2016-2017 school year. Game workers consist of ticket sellers and takers, game announcers, scoreboard operators, timers, field judges, and scorekeepers. Rate of pay is consistent with the rates approved on the 2016-2017 Supplementary Personnel Salary Schedule.

Kelsey Follweiler

Substitute-Instructional Approve the following substitute teacher for the 2016-2017 school year at the 2016-2017 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

Rajeev Gupta – Physics  
**\* Pending Verification of Missing Personnel File Items**

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

NAY: None (0)

**POLICY** Mrs. Deb Bower made a motion, which was seconded by Mr. Williams, that the Board of Education approves the following policy items:

Board Policy Reading Approve the School Police Officer Policy and Procedure Manual, as presented after first reading.

Approve school board policy #122 – Programs – Extra Curricular Activities, as presented after first reading.

Homebound Instruction It is recommended that the Board of Education grant homebound instruction for a 1<sup>st</sup> grade student, Student No. 2890101 for five hours per week, effective March 16, 2017 and continuing until release from attending physician.

Field Trip The High School Patriot Club is requesting permission to travel to Wilderness Voyagers – Ohiopyle, PA, May 18-20, 2017. The entire cost of the trip will be funded by the student members of the Patriot Club.

**POLICY**  
**(cont)**

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

NAY: None (0)

**CONFERENCE**

Mr. Distler made a motion, which was seconded by Mrs. Husack, that the Board of Education approves the following conferences:

Suzanne Mengel – Positive Behavioral Interventions and Supports Implementers' Forum - May 16-17, 2017 – Hershey, PA – Registration - \$75.00; Lodging - \$187.59 – Total Approximate Cost: \$262.59 – Funding: Curriculum & Instruction Budget

David Oertner – Advanced Placement Summer Institute – July 10-13, 2017- Cabrini University – Radnor, PA – Registration: \$1,075.00; Travel - \$244.00 - Total Approximate Cost: \$1,319.00 – Funding: Curriculum & Instruction Budget

Nicole Nightlinger – Positive Behavioral Interventions and Supports Implementers' Forum - May 16-17, 2017 – Hershey, PA – Registration - \$75.00; Lodging - \$89.27; Meals - \$20.00; Travel - \$86.03 – Total Approximate Cost: \$270.30 – Funding: Curriculum & Instruction Budget

Michael Lehtonen – Advanced Placement Summer Institute – July 10-14, 2017 – St. Johnsbury Academy – St. Johnsbury, VT - New Hampshire University – Registration - \$1,395.00; Travel – \$417.30 - Total Approximate Cost: \$1,812.30 – Funding: Curriculum & Instruction Budget

Nicholas Sander – Advanced Placement Summer Institute – June 26-29, 2017- Montgomery County Intermediate Unit – Norristown, PA – Registration - \$975.00; Travel - \$121.98 - Total Approximate Cost: \$1,096.98 – Funding: Curriculum & Instruction Budget

James Yadush – Advanced Placement Summer Institute – June 26-29, 2017- Montgomery County Intermediate Unit – Norristown, PA – Registration - \$975.00; Travel - \$121.98 – Total Approximate Cost: \$1,096.98 – Funding: Curriculum & Instruction Budget.

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

NAY: None (0)

**CURRICULUM AND INSTRUCTION**

Mrs. Kulp made a motion, which was seconded by Mrs. Husack, that the Board of Education approves the following curriculum and instruction items:

Approve the following resolution to adopt the 2017-2018 Carbon Lehigh Intermediate Unit Facilities Plan Committee Report.

Facilities  
Plan  
Committee  
Report  
2017-2018

**RESOLVED:** It is recommended that the Northern Lehigh School District Board of Directors approve the 2017-2018 Facilities Plan Committee Report that was approved by the CLIU Facilities Plan Committee on March 3, 2017, and the CLIU 21 Board of Directors on March 20, 2017. In addition, the Board reaffirms its commitment to the original construct of the Facilities Planning, approved November 1, 1989, which consists of a series of prioritized inquiries to be considered in determining future locations of the CLIU and school district special education classes.

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

NAY: None (0)

Mr. Green asked if there could be a little write up about the plan. Mrs. Husack stated that there is an attachment to the agenda.

**NEW  
BUSINESS**Superintendent  
Search -Tom  
Templeton

Mr. Fedorcha announced that although the board will be making a motion to do a search for a new superintendent, the board acknowledged the wonderful job Mr. Michaels has done during his tenure.

Mr. Distler made a motion, which was seconded by Mrs. Bower, that the Board of Education approve to have Tom Templeton conduct the superintendent search. Mr. Fedorcha explained that once we have suitable candidates for the position, there will be a committee of board members, teachers and community members so that when a recommendation is made, it will be a true community project.

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

NAY: None (0)

**FINANCIAL**Financial  
Reports

Mr. Keegan made a motion, which was seconded by Mrs. Husack, that the Board of Education approves the following financial items:

Approve the following financial reports:  
General Fund Account month of March, 2017  
NLMS Student Activities Account month of March, 2017  
NLHS Student Activities and Scholarship Account month of March, 2017

List of  
Bills

Approve the Following List of Bills:  
General Fund months of March & April, 2017  
Cafeteria Fund months of March & April, 2017  
Refreshment Stand month of March, 2017

Gorman &  
Associates

Approve to enter into an agreement with Gorman & Associates, for auditing services for the years ending June 30, 2017, 2018 and 2019.

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

NAY: None (0)

**LEGAL**Sweet,  
Stevens,  
Williams &  
Katz, LLP

Mr. Distler made a motion, which was seconded by Mr. Keegan, that the Board of Education approve the following legal items:

Approve to appoint Sweet, Stevens, Williams & Katz, LLP as special counsel for the 2017-2018 school year. The hourly rate for non-routine matters will be \$195.00 per hour. The rate for routine or general advice will be \$150.00 per hour. The hourly rate for legal assistants for routine and non-routine matters will be \$125.00 per hour. There is no increase over the previous year's fees.

Sweet,  
Stevens,  
Williams &  
Katz, LLP

Approve to appoint Sweet, Stevens, Williams & Katz, LLP as special counsel for the 2017-2018 school year for special education consultations and student services as outlined in the attached agreement. The cost of these services will be \$6,300 for the 2017-2018 school year and is a part of the Special Education budget. There is no increase over last year's rates.

**INFOR-  
MATION**

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on January 26, 2017 were distributed.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on February 22, 2017, were distributed.

**RECOGNI-  
TION OF  
GUESTS**

Mr. Weaver, resident, teacher, and union president, stated that on behalf of the Northern Lehigh Education Association, he would like to publically thank Mr. Michaels for his years of service to the Northern Lehigh School District. We have been truly blessed to have him as our superintendent. He has kept the focus clear, which is our student's success. He has done a great job of setting the

direction and tone, while responding to the often competing demands of the school board, administrators, teachers, parents and community. He had a clear vision for the district. He worked with the school board to set the vision, goals and objectives for the district and then made sure these goals were achieved. Under his direction, we improved our curriculum and instruction, updated our facilities, and drew attention to and strengthened the security and safety for our children and our staff. He managed well. He selected the best people to do the job and entrusted them to do it. He has fostered a relationship of cooperation and respect between administrators and teachers. There have been many times I was called to meet with him in his office. When others heard that I was called

**RECOGNITION OF GUESTS**

**(cont)**  
down

to his office, the response was "Oh no," but the secret is that I look forward to and value those interactions and will miss them. Mr. Michaels has expressed many times that the Northern Lehigh School District is the "gem of the Lehigh Valley." He is right and he had a lot to do with that. He

taught

us to ask what we could do and not what we can't. As a leader and friend, I will miss Mr. Michaels. We will all miss him. Mr. Michaels thanked Mr. Weaber for the kind words.

**ADJOURNMENT**

Mrs. Kulp made a motion, which was seconded by Mr. Distler, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:06 p.m.

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

NAY: None (0)

Respectfully submitted,

Gregory S. Williams  
Secretary

ATTEST: \_\_\_\_\_ President  
Gary S. Fedorcha