

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

**Slatington, PA**  
**January 11, 2010**

**PURPOSE** The regular meeting of the Northern Lehigh Board of School Directors was called to order by the President, Mr. Edward E. Hartman, at 7:34 p.m. on Monday, January 11, 2010 in the boardroom located in the Slatington Elementary School.

**ROLL CALL** Members present: Mr. Donald H. Dengler, Mr. Gary S. Fedorcha, Mr. Raymond J. Follweiler, Jr., Mrs. Lauren A. Ganser, Mr. Mathias J. Green, Jr., Mrs. Donna M. Kulp, Mr. Gregory S. Williams, Mr. Edward E. Hartman (8)

Members absent: Mrs. Lori H. Geronikos (1)

Non-members present: Mr. Donald Allen, Mr. Jeffrey Bachman, Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Mr. Greg Derr, Mr. John Hrizuk, Dr. Linda Marcincin, Mr. Jeremy Melber, Mr. Michael W. Michaels, Mr. Justin Molitoris (Student Rep.), Mr. Eugene Marks, Mrs. Karen Nicholas, Mr. Paul Rearden, Ms. Heather Rehrig, Atty. Charles Stopp (Solicitor), Ms. Taylor Trapp (Student Rep.), Ms. Mary Kay Williamson, Mrs. Aileen Yadush and Mrs. Sherri Molitoris.

**VISITORS** Approximately ten visitors attended the meeting, in addition to Terry Ahner, reporter for The Times News and Channel 13 News.

**APPROVE MINUTES** Mrs. Ganser made a motion, which was seconded by Mr. Fedorcha, that the minutes of the reorganization and regular school board meetings held on December 7, 2009 be approved and ordered filed.

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

**SPECIAL BOARD REPORTS** Carbon Lehigh Intermediate Unit – Mr. Donald H. Dengler reported that they held their dinner meeting at LCTI in December. He stated that the members of the Board will stay at 14 for CLIU.

Lehigh Career and Technical Institute – Mr. Michael Michaels reported that Mrs. Geronikos was out ill this evening. He reported on her behalf that LCTI is in budget discussions and with the state budget cuts, LCTI did not receive the same funding as regular school districts received. The local superintendent's have been meeting with Dr. Hornberger over cost containment measures.

Legislative Report – Mr. Gregory S. Williams stated PSBA will be sending out a packet of their standards for effective board governance. They will be asking if school boards will be interested in reaffirming their commitment to the code of conduct. He further stated that Wednesday is the final firm date for districts to opt into the Race to the Top program. There are harsh penalties for districts that opt in but don't meet the outlined requirements. Mr. Michaels stated that most of the districts our size would be getting so little money that they are not opting into the program.

Lehigh Carbon Community College – Mr. Mathias J. Green, Jr. shared that the budget is at a 2.9% increase. Northern Lehigh's increase will probably be less than \$1,000.00 because our percentage of students has declined in relation to the overall number of students. LCCC boy's basketball coach, Darryl Dawkins, turns 53 years old and tomorrow evening ESPN is coming to Schnecksville to do a take on Darryl Dawkins turning 53 and honoring his jersey number 53. A Northern Lehigh past student, Jake Waylen, currently playing on the LCCC boy's basketball team, has scored 1,000 points and ESPN will be honoring Jake during the festivities.

**Committee Reports and/or Meetings**

Minutes of the Technology Buildings and Grounds Committee Meetings held on December 9, 2009 and January 6, 2010 were distributed.

**SPECIAL BOARD REPORTS (cont.)**

Minutes of the Finance Committee Meetings held on December 9, 2009 and January 6, 2010 were distributed.

Minutes of the Policy/Education Committee Meetings held on December 14, 2009 and January 4, 2010 were distributed.

Mr. Follweiler made a motion, which was seconded by Mrs. Ganser to approve the School Board Committee Member lists for 2010.

Committee Members 2010

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)  
NAY: None (0)

Student Representatives to the Board Report

Ms. Taylor Trapp and Mr. Justin Molitoris distributed their written student representative report and verbally reported on its contents.

Federal and Other Programs Update – Mrs. Karen A. Nicholas handed out paperwork and talked about the health and wellness in-service day on March 3, 2010. This program is sponsored by Highmark. The district will also be sponsoring a How to Study Program for students in grades 2-8 on February 9, 2010. Dinner will be served and parents are invited to attend with their student.

Business Manager’s Report – Mr. Jeremy G. Melber stated on the agenda for approval is a resolution to retain Portnoff Law Associates to collect our delinquent real estate taxes. Along with that contract is two tax resolutions, one for Lehigh County and one for Northampton County, directing the counties not to collect our delinquent real estate taxes on behalf of the school district. There is also a motion on the agenda to approve an ERIP for district employees. The CLIU Operational and Programs Services Budget for 2010 – 2011 school year was distributed and a motion will be on next months board agenda for approval. Northern Lehigh’s share shows an increase of \$565.00. There is also a motion on the agenda to approve a 5 year contract for student transportation to Gross School Bus Service.

County, the school district. The CLIU distributed and a Lehigh’s share shows an approve a 5 year contract for student

Superintendent’s Report

Mr. Michaels stated that Ethics forms have been handed out and asked everyone to return them as soon as possible.

Mr. Doug Taylor from D’Huy Engineering and Eric Gianelle from KCBA reviewed two heating system options for the renovations project at Slatington Elementary.

Heating System Construction Project

Mr. Hartman made a motion, which was seconded by Mr. Dengler, that the Board of Education approves a water source heat pump system for the Slatington Elementary construction project.

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)  
NAY: None (0)

Mr. Michaels stated that this month is School Board Directors month. He thanked all board members for their service, time and commitment to the students and citizens of the district.

Mr. Hartman stated that the board was in executive session prior to tonight’s regular school board meeting to discuss personnel issues.

**PERSONNEL**

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

Salary Adjustments 2009-

Acknowledge the following teacher who has completed the requirements per the Collective Bargaining Agreement that would entitle her to a salary increase for the second half of the 2010 school year:

**PERSONNEL**  
**(cont.)**

Jamie Hillegass  
From: Step 4B  
To: Step 4B+24

Acknowledge the following aide who has achieved Highly Qualified Status on November 13, 2009 and has supplied proof of such status to the Superintendents Office. This individual is entitled to a \$1.00 per hour salary increase per the Memorandum of Understanding with the Educational Support Staff.

Tara Hengst

Resignations N. DeFrain Accept the resignation of Nancy DeFrain from her position as Middle School Special Education Aide, effective December 3, 2009. Mrs. DeFrain is resigning due to health reasons.

T. Patterson Accept the resignation of Tammy Patterson from her position as Slatington Elementary Special Education Aide, effective December 31, 2009. Mrs. Patterson is resigning for an employment opportunity outside of education.

K. Mohrey Accept the resignation of Kathy Mohrey from her position as High School Library Aide, effective December 4, 2009. Mrs. Mohrey has relocated out of state.

Co-Curricular Appointments 2009-2010	Susan Bachman	Elementary Scholastic Scrimmage	\$ 422.32
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Co-Curricular Volunteers 2009-2010	Adrian Mohrey	MS/HS Dance Team Advisor
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Game Worker 2009-2010 Approve the following person as a Game Worker for the 2009-2010 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 2009-2010 Supplementary Personnel Salary Schedule.

Alden "Chub" Farber

Family Medical Leave Approve the request of employee #2540 to take a 12 week Family Medical Leave beginning on or about March 26, 2010. She will be using her remaining sick days in conjunction with her Family Medical Leave. Barring no unforeseen circumstances, she plans to return to her current teaching position on the first teacher day of the 2010-2011 school year.

Leaves Of Absence Approve the request of Susan Mendes, Slatington Elementary Special Education Teacher, to take an unpaid leave of absence on February 10 & 11, 2010. She is requesting to use these two unpaid days in conjunction with her two personal days on February 8 & 9, 2010 so she can attend a friend's wedding in St. Thomas in which she is a bridesmaid. Correspondence received from the Education Association states that this request will not be considered as precedent setting for future requests.

Food Service Director Agreement Approve the position of Food Service Director to be added as a position within the Act 93 Agreement effective July 1, 2010 at a starting salary of \$49,000.00.

Substitute - Instructional Approve the following substitute teachers for the 2009-2010 school year at the 2009-2010 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

Anthony Tulio – Elementary  
Nicholas Sanders\* – Social Studies  
Virginia Stevenson - Music

**\*Pending verification of missing paperwork.**



YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)  
NAY: None (0)

**POLICY**

Mrs. Ganser made a motion, which was seconded by Mr. Dengler, that the Board of Education approves the following policy items:

Board Policy– First Reading Approve school board policy #705 – Property – Safety, as presented after first reading.

Approve new school board policy #718 – Property – Service Animals in Schools, as presented after first reading.

Approve school board policy #815 – Operations – Acceptable Use of Internet and Information Systems, as presented after first reading.

Approve school board policy #907 – Community – School Visitors, as presented after first reading.

Board Policy– Second Reading Approve new school board policy #103.1 – Programs – Nondiscrimination – Qualified Students with Disabilities, as presented after second reading.

Approve school board policy #113.1 – Programs – Discipline of Students with Disabilities, as presented after second reading.

second

Approve school board policy #113.2 – Programs – Behavior Support, as presented after reading.

Approve school board policy #114 – Programs – Gifted Education, as presented after second reading.

Approve school board policy #237 – Pupils – Electronic Devices, as presented after second reading.

Homebound Instruction It is recommended that the Board of Education grant homebound instruction for a 6<sup>th</sup> grade student, Student No. 1670500, for five hours per week, effective December 18, 2009 and continuing until outplacement is obtained.

It is recommended that the Board of Education grant homebound instruction for a 4<sup>th</sup> grade student, Student No. 1890153, for five hours per week, effective December 17, 2009 and continuing until approximately March 21, 2010.

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)  
NAY: None (0)

**CURRIC-  
ULUM AND  
INSTRUC-  
TION**

Mr. Follweiler made a motion, which was seconded by Mr. Fedorcha, that the Board of Education approves the following curriculum and instruction item:

HS Program of Studies Book Approve the High School Program of Studies Book for the 2010-2011 school year as presented and recommended by administration. **(Distributed to Board Members Only)**

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)  
NAY: None (0)

**NEW  
BUSINESS**  
ERIP  
2009-2010

Mr. Green made a motion, which was seconded by Mr. Williams, that the Board of Education approve to adopt an Early Retirement Incentive Plan, for all eligible professional employees, on a voluntary basis, for the 2009-2010 school year.

YEA: None (0)  
 NAY: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp,  
 Mr. Williams, Mr. Hartman (8)  
 Motion defeated.

**NEW**  
**BUSINESS**  
**(cont.)**

Act 34  
 Resolution

the  
 building

Mr. Green made a motion, which was seconded by Mr. Follweiler, that the Board of Education approves the following new business items:

**WHEREAS**, the Board of School Directors of Northern Lehigh School District (hereafter "District") has determined that certain renovations to school facilities and expansion of existing facilities may be required for the use of the pupils of the District and has authorized certain preliminary steps to be taken with regard to school projects, consisting of planning, designing, and construction, of renovations and additions to the Slatington Elementary School and District Administration Office.

**WHEREAS**, the Pennsylvania Public School Code of 1949, as amended (the "School Code"), including amendments made pursuant to Act 34 of the Session of 1973 of the General Assembly("Act 34"), requires inter alia, that a public hearing be held prior to the construction, entering into a contract to construct or the entering into a contract to lease a new school or a substantial addition to an existing school building; and

**WHEREAS**, in accordance with the requirements of Act 34 and the School Code, a public hearing is required to be held in connection with the Slatington Elementary School and District Administration Office; and

**WHEREAS**, the School Code requires that a Notice of such public hearing under Act 34 be advertised at least twenty (20) days prior to such hearing and that certain information be made available to persons in attendance at such hearing and that certain financial information be available for inspection by interested citizens during the period of such advertisement; and

**WHEREAS**, the Board of School Directors desires to authorize its Solicitor, Architect, Underwriters and others to take certain actions with respect to the Slatington Elementary School; and

**WHEREAS**, the District wishes to take certain action with respect to the Slatington Elementary School and District Administration Office, and to comply with Act 34 and the School Code.

**NOW THEREFORE, BE IT RESOLVED**, by the Board of School Directors of the Northern Lehigh School District, Lehigh County, Pennsylvania, as follows:

1. The District hereby authorizes a public hearing to be held in accordance with and in compliance with the requirements of Act 34 and the School Code, in the Board Room of the District Administration Building, 1201 Shadow Oaks Lane, Slatington, Pennsylvania 18080-1299 on Wednesday, February 3, 2010 beginning at 7:00 p.m., prevailing time.
2. The Secretary of the Board of School Directors is hereby authorized and directed to advertise the Notice of Public Hearing set forth in "Exhibit A", which is attached hereto and made a part hereof in accordance with the requirements of Act 34 and the School Code.
3. The District authorizes a Maximum Project Cost for the Slatington Elementary School and District Administration Office project of **Twenty Million Four Hundred Thirty Two Thousand Four Hundred Sixty Six Dollars**, and 00/100 Dollars ( **\$ 20,432,466.00** ); a Maximum Building Construction Cost for the Slatington Elementary School project of **Four Million Four Hundred Ninety One Thousand Three Hundred Thirteen Dollars**, and 00/100 Dollars (**\$4,491,313.00** ); and an Aggregate Building Expenditure Standard for the Slatington Elementary School project of **Six Million Three Hundred Sixty Nine Thousand Two Hundred Eleven Dollars**, and 00/100 Dollars ( **\$6,369,211.00** ).
4. The Board of School Directors of the District hereby authorizes and directs that

descriptions of the Slatington Elementary School project be prepared and hereby directs the Secretary of the Board of School Directors of the School District to make copies of such descriptions of the Slatington Elementary School and District Administration Office project available to interested citizens requesting the same at the place and during the reasonable hours stated in the Notice of Public Hearing, after approval thereof by the Solicitor of the District, and also to make such descriptions available to the public and media as required by Act 34, the School Code, and the Regulations of the Pennsylvania Department of Education.

**NEW BUSINESS**  
**(cont.)**

acts  
Slatington

5. The District hereby authorizes Charlie Stopp, Esquire of Steckel & Stopp, 1036 Main Street, P.O. Box 159, Slatington, Pennsylvania 18080, Solicitors of the District, to perform such acts on behalf of the School District as may be necessary in connection with the Elementary School project.
6. The District hereby authorizes the architectural firm known as KELLY, CLOUGH, BUCHER, and ASSOCIATES INC., Project Architect for the Slatington Elementary School project, to perform such acts on behalf of the District as may be necessary in connection with the Slatington Elementary School project.
7. The District hereby authorizes the appointment of Les Bear of Robert W. Baird & Company, Inc. as underwriter to perform such acts on behalf of the District as may be necessary in connection with the Slatington Elementary School and District Administration Office project.
8. The District further authorizes the engagement of a court stenographer to transcribe the PlanCon D proceedings, consistent with the intent of this Resolution.
9. The District further authorizes its officers, administration, solicitor, investment counselor and project architect to take any and all necessary actions in order to effectuate the intent and purposes of this Resolution. DULY ADOPTED, by the Board of School Directors of this School District, this 11<sup>th</sup> day of January, 2010.  
**(PDE #3532 Public Hearing in Compliance with Act 34 Booklet supplied to Board Members and on file in the Superintendent’s Office for Public Viewing)**

Resolution for  
School Board  
Director  
Recognition  
Month –  
January 2010

**WHEREAS**, the role of locally elected school officials has served the Commonwealth of Pennsylvania and local communities in meeting the needs of public education since the passage of the Free School Act in 1834; and

**WHEREAS**, these local boards have discharged their responsibilities to public education in a manner which has placed public education in the forefront of our educational systems; and

**WHEREAS**, locally elected officials have distinguished themselves and their communities in this nonpaid, volunteer public service commitment; and

Lehigh

Board **WHEREAS**, the contributions of the men and women who serve on the Northern of School Directors:

- Donald H. Dengler
- Gary S. Fedorcha
- Raymond J. Follweiler, Jr.
- Lauren A. Ganser
- Lori H. Geronikos
- Mathias J. Green, Jr.
- Edward E. Hartman
- Donna M. Kulp
- Gregory S. Williams

should be recognized and appreciated by those who benefit from the workings of our public school system;

**NOWHEREFORE BE IT RESOLVED** that the Board of Director of the Pennsylvania School Boards Association hereby proclaims the month of January as School Director Recognition Month in this commonwealth; and

**FURTHER RESOLVE** that this proclamation be communicated to all school districts, school officials and local communities in a planned program which brings visibility and awareness of the role of locally elected school officials to the citizenry of this commonwealth.

**NEW**  
**BUSINESS**  
**(cont.)**

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)

NAY: None (0)

**FINANCIAL**

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

Financial  
Reports

Approve the Following Financial Reports:  
NLMS Student Activities Account month of December  
NLHS Student Activities and Scholarship Acct for the month of December

List Of  
Bills

Approve the Following List of Bills:  
General Fund month of December  
Cafeteria Fund month of December  
Athletic Fund month of December  
Refreshment Stand Fund month of December

Per Capita  
Abatement/  
Exonerations

Approve abatement/exoneration requests of per capita taxes, for the residents that fall within the guidelines, as presented.

Student  
Transportation  
Contract  
2010-2015

Approve the Student Transportation contract with Gross School Bus Service, Inc, for the school years, 2010-2011, 2011-2012, 2012-2013, 2013-2014 and 2014-2015 at the proposed rates as presented. Gross School Bus Service, Inc will also lease the bus garage on the property at a cost of \$18,000.00 per year (\$1,500 per month) for the duration of the contract.

RFP  
Trash  
Removal

Authorize administration to advertise a Request for Proposal for District Wide Trash Removal effective July 1, 2010. Current contract with Waste Management expires, June 30, 2010.

Budgetary  
Transfers

Approve Budgetary Transfers for the 2009-2010 fiscal year as presented.

Delinquent  
Tax Collection  
Portnoff

RESOLVED, the Board of Education approves Portnoff Law Associates as delinquent real estate tax collectors for the Northern Lehigh School District for the 2009 tax year.

NC  
Delinquent  
Tax Resolution

Approve the resolution directing Northampton County Tax Claim Bureau not to collect delinquent taxes on behalf of Northern Lehigh School District as presented.

LC  
taxes Delinquent  
Tax Resolution

Approve the resolution directing Lehigh County Tax Claim Bureau not to collect delinquent taxes on behalf of Northern Lehigh School District as presented.

MS Athletic  
Trainer  
Agreement

Approve to enter into an agreement with OAA Orthopaedic Specialists for a middle school sports athletic trainer in the amount of \$1,200.00 for services from December 18, 2009 until June 15, 2010.

**PUBLIC**

Wayne Genslor – First Student – they believe their bid is roughly a quarter of a million dollars



**COMMENT**

cheaper over a 5 year period than any of the bidders. They are a replicable company that will provide the service for the district. In these tough times and economic conditions where all states are feeling the brunt of tax dollars and shortages of monies, that the savings the district will receive by hiring First Student is significant. He asked for consideration in the student transportation renewal with First Student.

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Russ Leibensperger – Paragon Transit – Last week he was told that Gross was clearly the lowest bidder and he disagreed and presented his case. Mr. Melber informed him today that had made a slight error on the initial calculation. With this slight error, Gross beat his bid just slightly. He said that since they were so close in numbers he further calculated sports trips and found there was a major difference between Gross and Paragon Transit numbers. These numbers do not include field trips which would make the gap even larger. He is proud to say that the facts are clear that Paragon Transit provides the lowest total estimate at \$6,000 lower than Gross. For future consideration, if there is any added mini buses or vans, traditional mini buses are \$4,000 a year less and vans are \$800 less. Paragon Transit is the only vendor in Lehigh County. They will be providing the newest, greenest school buses to Northern Lehigh School District. He personally has 30+ years in school district business, including 15 years overseeing the Northern Lehigh School District and is very familiar with the territory. He is asking for a positive vote for Paragon Transit, alternatively he is asking for the motion to be tabled for further consideration with a brief presentation from the vendors to the committee.

**PUBLIC COMMENT (cont.)**

based

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)  
NAY: None (0)

**CORRESPONDENCE**

Mr. Williams stated that the Board of Education was invited to the Middle School All Star Program on Monday January 25, 2010 at 7 p.m. He also received notification from CLIU#21 that they will be having their board elections in April 2010 and ballots will be mailed to the board.

**INFORMATION**

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on November 5, 2009 were distributed.

Minutes of the Lehigh Career & Technical Institute Joint Operating Committee meeting held on October 28, 2009 were distributed.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on November 16, 2009 were distributed.

**RECOGNITION OF GUESTS**

He

Laurie Mankos – Washington Township – asked if Mr. Michaels would be discussing the district goals. Mr. Michaels stated that the district goals were distributed to all board members and if there are any questions, feel free to contact the superintendent's office. Mrs. Mankos asked if they would be discussed publicly. Mr. Michaels said at this point it would not be discussed in public. She said that it has always been done in the past but that it is not going to be done now. Mr. Michaels stated that if the board wishes he can discuss them. He further stated that he was confused because he thought at the last meeting she was asking about his superintendent's individual goals. Mrs. Mankos stated that she thought he was going to discuss his goals along with the district goals. Mr. Michaels again stated that he passed his goals out to the Board of Education.

November

Mr. Green asked if it is not appropriate that the Board of Education eventually approve those goals? He was under the impression that about this time of the year you started to work towards your goals for next year. The board did not receive the goals until October or and the board never officially approved those goals.

Mr. Michaels stated that he began working on the district goals in July and he was never around a district that the goals were approved by the board.

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Mr. Green stated that he was under the impression that these goals were approved because they were then used to establish compensation for some of the agreements. If they are never approved then it is hard to say that everyone is on the same page.

Mr. Michaels stated that if the board of education votes for the district goals to be approved he would be okay with that.

Mr. Williams stated that he remembers voting on them in the past. He does not remember their ever being any kind of a major issue. He has no problem with approving the goals. From his standpoint he figured if he had an issue he would deal with that issue directly with the superintendent. Mr. Williams asked the board if they want to approve the goals as a governing body or as long as we are getting them is that okay.

Mr. Michaels stated that if the board wishes to approve them that they should be approved in July not half way through the year under the assumption that everything is okay.

**RECOGNITION OF GUESTS (cont.)**

Mr. Green agrees with that but he did not get them till November and he can not approve something in July he did not get until November.

Mr. Michaels stated that the reason they were late this year was because he was out sick.

**District Goals**

Mr. Fedorcha made a motion, which was seconded by Mrs. Kulp that the Board of Education approves the 2009-2010 district goals.

Mr. Green stated that he is assuming they are approving the set of goals received in November that he does not have in front of him but that he is approving.

Mr. Michaels stated that if the rules are to have the district goals approved each year, he would like to have them approved in September. He further stated that he does not believe we have a contract with our administrators where they are graded on a merit pay system.

Mrs. Ganser further stated that she agrees with Mr. Williams in that she was given the goals and if she has an issue with them she addresses them with the superintendent or the individual.

**Vote on District Goals**

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (8)  
NAY: None (0)

Mr. Fedorcha asked if next year we can have the district goals approved by the Board of Education.

Mr. Green stated that he would like to have them approved prior to the start of the school year. He would like to know if he can have them by April or May to at least talk about the upcoming goals for the next school year.

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Mr. Michaels stated that he would like to have them approved in September. He said there were several issues that did not come to light until later this summer. He understands that there was a question raised, however he does not want to be put into concrete on an issue because he has had to deal with several special education issues that since have changed his goals from the end of last year to now. Also with AYP issues we learned of over the summer, other goals have also changed. With PDE we have to be flexible in keeping up with everything that the district is doing. He feels by September the district should know their goals. He could have them done in July but keep in mind there may have to be some flexibility in adding or subtracting of goals.

have

should

Mr. Green would also recommend that there be a mid year review. He thinks the board also be doing that with the superintendent and the district goals.

Mr. Michaels stated that he currently is performing mid year reviews with the administrative staff and he would welcome a mid year review with the board.

**ADJOURNMENT**

Mr. Fedorcha made a motion, which was seconded by Mr. Follweiler, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:21 p.m.

YEA: Mr. Dengler, Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mr. Green, Mrs. Kulp,  
Mr. Williams, Mr. Hartman (8)  
NAY: None (0)

Respectfully submitted,

Gregory S. Williams  
Secretary

ATTEST: \_\_\_\_\_ President  
Edward E. Hartman