

NORTHERN LEHIGH SCHOOL DISTRICT
Regular Meeting
Board Minutes

Slatington, PA
August 9, 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 7:40 p.m. on Monday, August 9, 2010 in the Middle School Auditorium.

ROLL CALL Members present: Mr. Gary S. Fedorcha, Mr. Raymond J. Follweiler, Jr., Mrs. Lauren A. Ganser, Mrs. Lori H. Geronikos, Mr. Mathias J. Green, Jr., Mrs. Natalie J. Green, Mrs. Donna M. Kulp, Mr. Gregory S. Williams, Mr. Edward E. Hartman (9)

Members absent: None (0)

Non-members present: Mr. Jeffrey Bachman, Mrs. Susan Bahnick, Mrs. Jill Chamberlain, Mr. Greg Derr, Mr. John Hrizuk, Dr. Linda Marcincin, Mr. Jeremy Melber, Mrs. Karen Nicholas, Atty. Charles Stopp (Solicitor), Mrs. Mary Kay Williamson, Mrs. Aileen Yadush and Mrs. Rhonda Frantz.

VISITORS Approximately twenty-one visitors attended the meeting, in addition to Terry Ahner, reporter for The Times News.

APPROVE MINUTES Mrs. Ganser made a motion, which was seconded by Mrs. Geronikos, that the minutes of the regular school board meeting held on June 14, 2010 and the Special Board Meeting held on June 28, 2010 be approved and ordered filed.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

SPECIAL BOARD REPORTS Carbon Lehigh Intermediate Unit – Mr. Gary S. Fedorcha reported that the officers of the IU have been approved and he stated to the board that he will represent Northern Lehigh to the best of his ability.

Lehigh Career and Technical Institute – Mrs. Lori H. Geronikos reported stated that LCTI is looking forward to the beginning of the 2010-2011 school year. She stated that LCTI will be on a rocky road this year financially when it comes to budget and funding for LCTI.

jobs that
PA could
it. Mr.

Legislative Report – Mr. Gregory S. Williams reported the Federal Government is releasing additional money to Pennsylvania under the ARRA Act. Additionally, the senate narrowly approved an education jobs fund bill which will direct money to states to save teaching jobs that have been eliminated across the country. NSBA estimated that 4,000 teaching jobs in Pennsylvania will be saved if the House does follow through and approve the bill and the President signs it. Mr. Williams read from a PSBA document which stated Governor Ed Rendell and legislative leaders have been scheduled to meet next week to begin discussing possible budget cuts. However, with today's news of Senate passage of the bill and anticipated House passage of the bill, and with the addition of approximately \$390,000,000 education jobs funding for the state, further cuts to education may no longer be needed. PSBA is sounding a positive or hopeful note that some of the things happening at the Federal level will save the state budget.

Lehigh Carbon Community College – Mr. Mathias J. Green, Jr. reported that today was the annual foundation golf/tennis event run by LCCC's foundation to raise money for scholarships. There are approximately 40 more golfers this year and a few more sponsors. Last year they raised about \$60,000 and they are hoping to do a little better this year. The majority of this money is used for scholarships at LCCC.

and Solicitor's Report – Attorney Charles Stopp reported in June the Board settled on a bond issue at closing a check was issued to Steckel and Stopp Law Offices for local solicitors work. Today, they received another check in error and their billing administrator is going to correct this error.

**SPECIAL
BOARD
REPORTS**
(cont.)
continue
The
More

Federal and Other Programs Update – Mrs. Karen A. Nicholas reported that the summer reading camp for students in Kindergarten through 3rd grade has been completed. There were approximately 52 students that participated. Teaching staff representatives and administration have begun their math curriculum mapping for Kindergarten through 12th grade. They will curriculum mapping throughout the summer months and into the school year, if needed. The district has received their AYP data and Northern Lehigh has made AYP in all buildings. Information on AYP data will be shared in September.

Business Manager's Report – Mr. Jeremy G. Melber stated on the agenda for approval this evening are bills for payment and per capita abatements. He further stated that real estate tax bills have been issued and payments are coming in. Administration was told that the 2011-2012 budget season will begin in September this year instead of November because this is the year the stimulus money will go away, health insurance will increase and we will be seeing the first spike with the PSERS pension account. Lastly, the Board did issue the bond in June for \$11,000,000 and it is in a very conservative investment account that we are receiving a little yield on. At September's Finance Committee Meeting the board will need to start discussion on the second bond issue.

Superintendent's Report – Mr. Michael W. Michaels

Mr. Hartman stated that Mr. Michaels' father passed away this afternoon and he needed to travel to Pittsburgh to be with family. The Board's thoughts and prayers are with Mr. Michaels and his family during this difficult time.

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

PERSONNEL

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

Rescind
Co-Curricular
Appointment
2010-2011

Rescind the appointment of Richard Oertner from his position as Head Boys Basketball Coach for the 2010-2011 school year which was originally approved at the April 12, 2010 board meeting.

Mr. Hartman stated that this is being done pending an ongoing investigation. He further stated that this issue will be brought up at a later meeting hopefully in a month from now.

Mr. Williams stated that the Board is not voting on this agenda item at this time, therefore they will not be taking comments at the moment. He stated that at the end of the agenda is a time for public comment and community members can address the board concerning this issue at that time.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

PERSONNEL

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

Administrative
Transfer -
Instructional

EdithAnn Fella

From:

1st Grade Teacher Peters Elementary School

To:

Elementary Intervention Coordinator – Peters Elementary –
Grant Funded One Year Position

Salary:

\$74,400 (Step 17M on the 2010-2011 CBA
Salary Schedule) no change in salary

Effective:

August 30, 2010

Termination Date:

On or about June 14, 2011

PERSONNEL
(cont.)

Timothy Weaber
 From: Slatington Elementary 5th Grade Teacher
 To: Technology Teacher Grades 3-6/District-wide
 Technology Mentor, Accountability Block Grant
 Funded One Year Position
 Salary: \$58,950 (Step 14 on the 2010-2011 CBA
 Salary Schedule) no change in salary
 Effective: August 30, 2010
 Termination Date: On or about June 14, 2011

Non-
 Instructional Connie Check
 From: Peters Elementary School Cook's Helper
 To: Middle School Cook's Helper
 Salary: \$10.11 Per Hour/5 ½ Hours Per Day/180 Student Days
 per year plus additional cleaning days as needed
 (2009-2013 Educational Support Personnel Association CBA)
 Effective: August 30, 2010

Appointments
 Instructional Kara Solt*
 Assignment: Temporary Vacancy Replacement
 1st grade Peters Elementary replacing EdithAnn Fella
 who was administratively transferred for the
 2010-2011 school year
 Salary: \$42,435 (Step 1B on the 2010-2011 CBA Salary Schedule)
 Effective: August 30, 2010
 Termination Date: On or about June 14, 2011
***Pending Verification of Missing Documents**

Non-
 Instructional Sally Kasztejna*
 Assignment: High School Special Education Aide replacing Gloria
 Kern who resigned
 Salary: \$11.35 Per Hour/6 ½ Hours Per Day/Up to 180 Student
 Days a school year plus additional 20 Hrs for Staff
 Development according to language in MOU
 (2008-2012 Educational Support Staff Memorandum of Understanding)
 Effective Date: August 30, 2010
***Pending approval of HQ status from PDE and 60 Day probationary period ending November 5, 2010**

Madeline Pelletier*
 Assignment: High School Cook's Helper replacing Linda Nails who
 resigned
 Salary: \$8.50 Per Hour/5 ½ Hours Per Day/180 Student
 Days per year plus additional cleaning days as needed
 (2009-2013 Educational Support Personnel Association CBA)
 Effective Date: August 30, 2010
***Pending missing personnel file items and 60 Day probationary period ending November 5, 2010.**

Deborah Kuhns*
 Assignment: Slatington Elementary Cook's Helper replacing Rebecca
 Herring who was administratively transferred to
 custodial
 Salary: \$8.50 Per Hour/5 ½ Hours Per Day/180 Student
 Days per year plus additional cleaning days as needed
 (2009-2013 Educational Support Personnel Association CBA)
 Effective Date: August 30, 2010
***60 Day probationary period ending November 5, 2010.**

PERSONNEL
(cont.)

Judith VanHorn*
Assignment: Peters Elementary Cook's Helper replacing Connie Check who was administratively transferred to the middle school
Salary: \$8.50 Per Hour/5 ½ Hours Per Day/180 Student Days per year plus additional cleaning days as needed (2009-2013 Educational Support Personnel Association CBA)
Effective Date: August 30, 2010
***60 Day probationary period ending November 5, 2010.**

Sabbatical L. Krum Approve the request of Lora Krum, elementary music teacher, to take a Compensated Sabbatical Leave for the first semester of the 2010-2011 school year.

A. Kern High School Web Site Advisor Approve a stipend in the amount of \$500 for Mr. Andrew Kern for High School website maintenance and working with students during the 2010-2011 school year. Mr. Kern has constant contact with teachers, secretaries, and administrators in an effort to update the website on a daily basis with the latest information, handouts, and scheduled events. Stipend to be funded by the student activities fund.

Co-Curricular Appointments 2010-2011	Christopher Barnes	MS Newspaper Advisor	\$ 448.44
	Michael Bonner	Assistant Track Coach	\$2,859.85
	Susan Bowser	MS Jr. Ntl. Honor Society Adv (Shared \$408.08)	\$ 136.03
	David Carroll	Senior High Band Advisor	\$4,641.49
	David Carroll	MS Band Director	\$ 679.24
	Jonathan DeFrain	Assistant Softball Coach	\$2,859.85
	Scott DeLong	Debate Advisor	\$1,358.49
	Scott DeLong	National Honor Society	\$ 484.70
	Rick Eckhart	MS Jr. Ntl. Honor Society Adv (Shared \$408.08)	\$ 136.03
	Renee Evans	Sr. High Fall Intramurals – Tennis	\$ 793.56
	Renee Evans	Sr. High Spring Intramurals – Tennis	\$ 793.56
	Renee Evans	Sr. High Student Council	\$2,036.63
	Renee Evans	SADD Advisor	\$ 544.11
	Tammy Fristick	Junior Class Advisor	\$ 622.08
	Scott Gerould	Assistant Track Coach	\$2,859.85
	Jason Graver	MS Jr. Ntl. Honor Society Adv (Shared \$408.08)	\$ 136.03
	Babette Guss	Senior High Yearbook	\$2,361.97
	Todd Herzog	Sr. High Spring Intramurals - Weightlifting	\$ 793.56
	Todd Herzog	Sr. High Fall Intramurals – Weightlifting	\$ 793.56
	Bob Hicks	Assistant Softball Coach	\$2,859.85
	Stephen Hluschak	Assistant Baseball Coach	\$2,859.85
	Mark Hoffman	MS Spring Intramurals – Weightlifting	\$ 793.56
	Kristin Hubbs	MS Yearbook Advisor	\$ 793.56
	Sharon Hunsicker	Junior Class Advisor	\$ 622.08
	Andrew Kern	Middle School Web Page Advisor	\$ 397.20
	Gregory King	Assistant Baseball Coach	\$2,859.85
	Michael Lehtonen	Sr. High Winter Intramurals – Winter Track	\$ 793.56
	Michael Lehtonen	Head Track Coach	\$4,516.90
	Derek Long	Assistant Track Coach	\$2,859.85
	David Oertner	Assistant Track Coach	\$2,859.85
	Erv Prutzman	Head Baseball Coach	\$4,516.90
	Michelle Raber	MS Fall Intramural Net Sports	\$ 793.56
	Michelle Raber	MS Spring Intramural Net Sports	\$ 793.56
	Michelle Raber	MS Winter Intramural CPR	\$ 793.56
	Rachel Reiter	MS Chorus Advisor	\$ 679.24
	Rachel Reiter	Senior High Chorus Advisor	\$1,698.11
	Candice Saville	Sophomore Class Advisor	\$ 622.08
	Brian Schell	Head Softball Coach	\$4,516.90
	Eric Schmidt	Senior Class Advisor	\$ 622.08
	Lana Schmidt	German Exchange Club Advisor	\$ 749.59
	John Sitaras	Head Girls Soccer Coach	\$4,896.97

	Angela Shoemaker	Sophomore Class Advisor	\$ 622.08
	Joseph Tout	Sr. High Spring Intramurals – Weightlifting	\$ 793.56
	Joseph Tout	Sr. High Winter Intramurals – Weightlifting	\$ 793.56
PERSONNEL	Denise Turoscy	Scholastic Scrimmage Advisor - HS	\$ 793.56
(cont.)	Denise Turoscy	Newspaper Advisor – HS	\$1,783.84
	Camille Vernarr	Elementary Band Advisor	\$ 773.78
	Fred Wagner	Assistant Girls Soccer Coach	\$2,720.55
	Charles Weigold III	Senior Class Play Advisor	\$1,445.31
	Charles Weigold III	Senior High Musical Director	\$2,719.16
	Amy Zeiser	Senior Class Advisor	\$ 622.08
	Amy Zeiser	Middle School Student Council Advisor	\$1,225.49

Co-Curricular	Gary Andrew	Assistant Baseball Coach
Volunteers	Christopher Bennett	Assistant Baseball Coach
2010-2011	Niccole Chirico	Assistant Softball Coach
	Melissa DeFrain	Assistant Softball Coach
	Gary Warmkessel	Assistant Softball Coach
	Kelly Follweiler	Refreshment Stand Volunteer
	Karen Gill	Refreshment Stand Volunteer
	Dawn Remaley	Refreshment Stand Volunteer

Game Workers 2010-2011 Approve the following list of people as Game Workers for the 2010-2011 school year. Game Workers consist of ticket sellers and takers, game announcers, scoreboard operators, timers, field judges, scorekeepers. Rate of pay is consistent with the rates approved on the 2010 - 2011 Supplementary Personnel Salary Schedule.

Dan Blazosky	Terry Bowman
Jennifer Butz	Frank Carazo
Elizabeth Case	Eric DeAntonis
John DeFrain	Scott DeLong
Alden Farber	Jessica Frew
Kelly Follweiler	Rhonda Frantz
Deb Frohnheiser	Marshelle George
Scott Gerould	Shawn Green
Stephen Haas	Chad Henritz
Barry Herman	Bobby Herzog
Steve Hluschak	Mike Hofmann
Dick Jones	Greg King
Mark Lavine	Mike Lehtonen
Andrew Lynn	Steve Martinez
Larry Meixsell	Mike Mengel
Thomas Mertus	Sherri Molitoris
Jim Nonnemaker	Kathy Nowlin
Dave Oertner	Erv Prutzman
Michelle Raber	Kathleen Reese
Dennis Rehrig	Nancy Rehrig
Dylan Sapir	Eric Schmidt
Paula Seiler	Dick Snell
Robert Sutjak	Joe Tout
Jim Yadush	Amy Zeiser

Senior High Administrative Detention Supervisor Approve to appoint Diana Beltran as the Administrative Detention Supervisor in the senior high school. She will work Tuesday and Thursday from 2:30 p.m. to 4:00 p.m. throughout the 2010-2011 school year that warrants detention coverage. Salary will be \$20.00 per hour worked.

Middle School Administrative Detention Approve to appoint Debra Knerr and Dawn Tulio as Administrative Detention Supervisors in the middle school. Mrs. Knerr will cover the Monday detentions from 2:20 p.m. to 3:20 p.m. and Mrs. Tulio will cover the Wednesday detentions from 2:20 pm to 3:20 p.m.. They will work throughout the 2010-2011 school year on Mondays and Wednesdays that warrant

Supervisor detention coverage. Salary will be \$20.00 per hour worked.

PERSONNEL

(cont.)

Saturday Detention Monitor Approve to appoint Patricia Eby-Manescu as the Secondary Saturday Detention Monitor for the middle school and senior high school for the 2010-2011 school year, working 3 hours every Saturday that warrants detention coverage. Salary will be \$20.00 per hour worked.

Substitute Saturday Detention Monitor Approve to appoint Diana Beltran as the Substitute Secondary Saturday Detention Monitor for the middle school and senior high school for the 2010-2011 school year, working as a substitute for 3 hours every Saturday that warrants substitute detention coverage. Salary will be \$20.00 per hour worked.

per Approve to appoint Claudia Young as the Substitute Secondary Saturday Detention Monitor for the middle school and senior high school for the 2010-2011 school year, working as a substitute for 3 hours every Saturday that warrants substitute detention coverage. Salary will be \$20.00 hour worked.

Professional Contracts (4) According to Article II – 1108, subsection (b) of the School Code: “a temporary professional employee, initially employed by a school district on or after June 30, 1996, whose work has been certified by the district superintendent to the secretary of the school district, during the last four month of the third year of such service, as being satisfactory, shall thereafter be a “professional employee” within the meaning of this article.” Therefore, it is recommended to approve “professional employee” status as per the school code for the following teachers, who have satisfactorily completed three years of service to the Northern Lehigh School District:

- | | | |
|--------------------|---------------------|-----------------|
| Valerie Ambrose | Melissa DeFrain | Lori Middaugh |
| Christopher Barnes | Kimberly Filipovits | Camille Vernarr |
| Melissa Binder | Jessica Frew | |
| Jennifer Butz | Kristin Hubbs | |

Salary Adjustments Acknowledge the following teachers who have completed the requirements per the Collective Bargaining Agreement that would entitle them to a salary increase for the 2010-2011 school year:

Valerie Ambrose
From: Step 4B
To: Setp 4B+24

Melissa DeFrain
From: Step 4B
To: Step 4B+24

Substitute-Instructional Approve the following substitute teachers for the 2010-2011 school year at the 2010-2011 substitute teacher rates as approved on the Supplementary Personnel Salary Schedule:

- Ralph Andrews – Elementary
- Amanda Bankos – English
- Thomas Battista – Health & Physical Education
- Laura Bensinger – Elementary
- Kathryn Bonilla – Music and Reading Specialist
- Janet Brostedt – Elementary
- Jaren Case - Elementary
- Lisa Cox – English & Special Education
- Michele Custer – Elementary
- Andrew Drake – Social Studies
- Amberly Drey – Elementary
- Kenneth Eck, Jr. – Earth & Space Science

Ashley Eckhart – Elementary
 Meredith Foster* – Elementary
 Mary Frank – Art K-12
 Amanda Frey – Elementary
 Cynthia Fritzinger - Elementary
PERSONNEL
(cont.) Amberly Gable – English
 Peggy Gallagher – Elementary
 Ricky Guth – All Subjects
 Jeff Jacobucci – All Subjects
 Dawn Kemery - Elementary
 Andrew Kern – All Subjects
 Katherine Kern – Elementary
 Lori King – Elementary
 Amber Kistler – Elementary
 Kristy Kratzer – Elementary & Special Education
 Donna Lobach-Berger – Elementary
 Melissa Ludwig – Elementary
 Deborah Magnotta – Elementary & Reading Specialist
 Ryan Mayberry - Elementary
 Ashley Nagy – Art K-12
 Joseph Nester – Special Education & Social Studies
 Samantha Reichard – Elementary & Special Education
 Stephen Reimert – Social Studies
 Linda Sarver – Art
 Casey Slade – Elementary
 Michael Sosik – Elementary
 Virginia Stevenson – Music
 Anthony Tulio - Elementary
 Nina Weiss – Elementary
 Jane Wessner – Elementary
 Joshua Wuchter - Elementary
***Pending Verification of Missing Documents**

Non-Instructional Approve the following individuals as substitute secretaries/aides for the 2010-2011 school year at the 2010-2011 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Peggy Balliet
 Nicole Breneman
 Claire Danko
 Jonell Dye
 Nicole Evans
 Catherine Faenza
 Corrine Hoffman
 Judy Hoffman
 Heather Hughes
 Lisa Lamon
 Dawn Martinez
 Ryan Mayberry
 Maureen McCullion
 Shelly Pender
 Christine Sigley
 Catherine Smith
 Carol Snyder*
 Kathleen Troxell
 Barbara Wilcroun
 Tina Williams
 Kathy Yelinek
***Pending Verification of Clearances**

Approve the following individuals as substitute cafeteria workers for the 2010-2011 school year at the 2010-2011 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Nicole Breneman
Peggy Balliet
Noel Dimmick
Rosa George
Theresa Hall

PERSONNEL
(cont.)

Lisa Lamon
Dawn Martinez
Ryan Mayberry
Maureen McCullion
Christine Sigley
Carol Snyder*
Kathleen Troxell
Sarah Unger

***Pending Verification of Clearances**

Approve the following individuals as substitute custodians for the 2010-2011 school year at the 2010-2011 substitute rate as approved on the Supplementary Personnel Salary Schedule:

Steven Andrews
Theresa Hall
Richard Handwerk
Jeffrey Mann
Ryan Mayberry
Randy Muniz
Richard Sensinger
Carol Snyder*

Appointment-
Instructional

Jessica Gold
Assignment: Temporary Vacancy Replacement
5th Grade Teacher replacing Timothy Weaber
who was administratively transferred
Salary: \$42,435 (Step 1 Bachelors on the 2010-2011 CBA Salary Schedule)
Effective: August 30, 2010
Termination Date: On or About June 14, 2011
***Pending Verification of Missing Documentation**

Melinda Talpas
Assignment: Temporary Vacancy Replacement
Elementary Music Teacher replacing Lora
Krum who is on a sabbatical
Salary: \$42,435 (Step 1 Bachelors on the 2010-2011 CBA Salary Schedule)
Effective: August 30, 2010
Termination Date: On or About January 26, 2011
***Pending Verification of Missing Documentation**

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green,
Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
NAY: None (0)

Motion on
Raises

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

Superintendent Approve a salary percentage increase of 3.5% for the superintendent, retroactive to July 1, 2010.

Business Mgr Approve a salary percentage increase of 3.5% for the business manager, retroactive to July 1, 2010.

Mrs. Ganser stated that given the state of our economic situation and our economy she will not be able to vote for salary increases at this time.

ROLL CALL:

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

NAY: Mrs. Ganser (1)
Motion Carried.

POLICY

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

POLICY (cont.)

Board Policy Second Reading Approve school board policy #217 – Pupils – Graduation Requirements, as presented after second reading.

Approve school board policy #614 – Finances, Payroll Authorization, as presented after second reading.

Field Trips German-American Exchange Group
October 5, 2010 – Amish Country, Lancaster PA
October 7, 2010 – Philadelphia, PA – Liberty Bell, Independence Hall, Christ Church, etc.
October 12, 2010 – New York City, NY – Empire State Building, Times Square, Broadway
***Funded by approved budget requests and fundraising**

Agreement Of Sponsorship Approve the Agreement of Sponsorship To Attend Another Pennsylvania Community College for Julie Wagaman, in accordance with the guidelines established under Policy #912. Beginning in the Fall of 2010 she will be a fulltime student at Northampton Community College to pursue her course of study in Sports Medicine & Athletic Training.

Northern Lehigh Mini Theatre Club Approve the request of the Slatington Elementary administration to create a Northern Lehigh Mini Theatre Club in the Slatington Elementary School. This club will expose students to new literature and plays and will improve upon their reading and public speaking skills. The club will meet on Fridays from 3:00 – 4:00 p.m. There will be no cost to the district to conduct this club.
YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
NAY: None (0)

CURRICULUM AND INSTRUCTION

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

Agreement NLSD and Behavioral Health Assoc. Approve to authorize proper officials to enter into an agreement between the Northern Lehigh School District and Behavioral Health Associated Licensed Private Academic School for the purpose of furnishing regular education or special education programs for students for the 2010-2011 school year.

Induction Program Approve the following teachers as helping teachers in the Northern Lehigh School District Induction Program for the 2010-2011 school year:

Helping Teacher	Inductee	Stipend
Julie Everett	Elizabeth Ache	\$750.00
Tim Hauck	Lauren Keglovitz	\$750.00
Joanne Wasilkowski	Gina Rotondo	\$750.00
Jonathan DeFrain	Nicholas Sander	\$750.00
Joanne Perich	Lauren Schuster	\$750.00

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
NAY: None (0)

NEW

Mrs. Ganser made a motion, which was seconded by Mrs. Kulp, that the Board of Education

BUSINESS approves the following new business item:

Contract Approve the contract for the Superintendent of Schools, Mr. Michael W. Michaels.
For (Copies distributed to all Board Members)
Superintendent

NEW BUSINESS

(cont.)

Table Mr. Fedorcha made a motion, which was seconded by Mr. Green, that the Board of Education
Motion table the approval of the contract for the Superintendent of Schools, Mr. Michael W. Michaels.

Mr. Green stated that he has attempted to have dialogue amongst Board members and apparently that is not going to happen. He is disappointed to see that. He has never seen a performance review where there was no dialogue between the individual and employer. He has never seen a performance review where there was no discussion of performance, performance reviews, goals, objectives or correction plans. This Board has done almost none of that. He is

disappointed with that. He wanted to have some open dialogue with the superintendent on this issue and unfortunately because of the circumstances that occurred this was not possible. With not having that, he is not comfortable in extending his contact 5 years without a firm understanding with the superintendent. He stated that there is the possibility of 6 new Board members taking seats next year and he feels they should have the opportunity to pick the person they want to lead the district, to give direction they want for the district and not a Board that is a lame duck at this point in time which clearly is what this current Board is. He does not feel this is a good way to do business. Therefore, without dialogue he cannot approve a 5 year contract extension. He said he feels there is some question about the legality of this. He stated there is not a court case in the State of PA that says this is legal. He asked that the solicitor please verify this. He does not want to be the school district that's going to spend a million dollars going through the legality of fighting this out to the State Supreme Court.

Mr. Fedorcha stated that he wants this to be tabled for the solicitor to give us more dialogue. The extension of a contract is not part of the school code. There is other ways of doing that. This is a test case that he does not want to be part of on the state level. He does not agree with the method in which this was handled.

Mr. Williams asked Attorney Stopp to elaborate and share some information with the Board.

Attorney Stopp stated that there are some opinions that believe quite strongly that the extension of a contract during the term, as long as it does not exceed the term period of the school code, can be accomplished. There is no court case that he can point to for the board that says it has been accepted. There is a bit of uncertainty there and the comments that have been made by Board members are well received. He stated that he cannot provide them with certainty on the subject at this point.

Mrs. Geronikos stated that she agrees with what is being said. She thinks Mr. Michaels is doing a great job and she is glad that he is here. She is not going to negate any of that. Voting to extend his contract at this point goes against everything that she has ever been told. She has extensive training in the school board schools with lawyers through PSBA and it goes against everything that she has received in training that you do not extend a contact in the middle of a current contract.

Mr. Williams stated that this has happened before in other districts and it has gone through court systems and it has not been overturned. He stated that because of this he has no legal issues with doing this. Mr. Williams stated that the Board is not giving Mr. Michaels an additional 5 year contract. He is 2 years into his 4 year contact and what the board is doing is saying that he is getting a new 5 year contract effective July 1, 2010 and ending June 30, 2015.

Mr. Hartman stated that he spoke with an attorney at the School Boards Association in Harrisburg and they had no issue with this and there is not a problem with doing this.

Mrs. Ganser stated that in approving this we are setting a good relationship with the superintendent stating that the Board is happy with the job he is doing.

Vote To ROLL CALL:
Table YEA: Mrs. Geronikos, Mr. Green, Mr. Fedorcha (3)
Motion NAY: Mr. Follweiler, Mrs. Ganser, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (6)
Motion defeated.

**NEW
BUSINESS
(cont.)**

Vote On ROLL CALL:
Main YEA: Mrs. Ganser, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Follweiler, Mr. Hartman (6)
Motion NAY: Mrs. Geronikos, Mr. Green, Mr. Fedorcha (3)
Motion carried.

FINANCIAL

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

List Of Bills Approve the Following List of Bills:
General Fund months of June, July and August
Cafeteria Fund month of June
Construction Fund month of July
Capital Reserve months of June and July
Athletic Fund months of June and July

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

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
NAY: None (0)

LEGAL

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

Student Expulsion Recommend that the Board of Education approve Findings of Fact and Conclusion of Law and recommendation of the Hearing Committee held at 4:00 pm on August 9, 2010. This recommendation is to expel student #1490011, the student for whom the hearing was conducted, from school attendance for the 2010-2011 school year, according to the adopted school calendar. Further, this expulsion from school attendance may be ended as of the end of the 1st semester, September 7, 2010 to January 31, 2011 and is reviewable after 3 months and said student would be permitted to attend school, provided that in the judgment of the middle school principal – after consultation with teachers and school counselors – the student has participated, made satisfactory effort, and attained satisfactory progress in the educational program provided during the period of expulsion from school attendance. The expulsion is a result of violation of School Board Policy 218.2 – Terroristic Threats/Acts.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)
NAY: None (0)

**CORR-
ESPON-
DENCE**

Mr. Williams stated that the Board received an invitation to the opening day ceremonies.

**INFOR-
MATION**

Minutes of the Lehigh Carbon Community College Board of Trustees meeting held on June 3, 2010 were distributed.

Minutes of the Carbon Lehigh Intermediate Unit 21 Board of Directors meeting held on May 17, 2010 and June 21, 2010 were distributed.

RECOGNITION OF board GUESTS

Mr. Arthur George, Washington Township, stated that he was going to make comments on the first agenda item that was tabled. He asked if when the Board votes on this item at a future meeting, is the public allowed to make their comments prior to the vote being taken.

Mr. Williams stated yes. He said the reason they did not take comments tonight until the end was because the Board was not voting on that item this evening, it was tabled.

RECOGNITION OF GUESTS
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into (cont.)

Mr. George stated that he had comments but he is going to reserve them until the night the vote taken on this issue. He stated he is not speaking for the group that is here tonight but very concerned about the status of the coach. They respect the job the Board must do but they also respect the job the coach has done for the kids and they would like the Board to take that consideration when the matter comes to a vote.

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Michael Hoffman, Jr. – Washington Township, stated that he is also here to offer comments to Board but he is going to table them until a future date.

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instead

Mr. Richard Oertner – Washington Township – He thanked the Board for the opportunity to speak this evening. He will try to keep his comments brief. He has a few things he has anguished last 12 days. First of all he got caught up goofing around with the kids. He acted like a peer of the adult he should have been. That was a huge mistake on his part. He is very sorry for his actions. He is sorry for taking up the Boards time this evening. He is personally embarrassed that he is here in front of the Board. He recognizes the safety issue and he made a mistake in transporting one of his players on his car improperly to his house. He wishes he can take it back but he can't. Does he think there should be some kind of action taken by the Board of the district? The answer is he seriously understands the issue and how serious it is. Does he believe he should be terminated as head coach of the basketball team? He has to tell you he thinks it is a harsh penalty. It is one of the reasons he respectfully decided not to resign. He is still hopeful there is another way to deal with this issue. Since this mishap happened he has taken some actions. He has apologized to the parents, talked to the player about how wrong coach was, apologized to Mr. Michaels and Mrs. Yadush. He also wrote an apology letter to all the Board member. What he has not done is he hasn't contacted an attorney. He hasn't talked to the media. He has not talked openly to the community about it and he has not talked negatively about anybody in the district involved in the decision. He did not have a parent meeting. Some parents and players asked me what they could do to help me. I told them to support me in any way they could. He is still hopeful this can be handled in another way rather than losing his basketball job. If this is resolved and he remains coach he recognizes that he needs to have a positive working relationship with the district and move forward. Doing any kind of public talking to the media or me saying negative things certainly would not help this relationship. This is not the way he normally acts with his players and he has 10 years of coaching experience to prove it. He has provided the Board with a letter, a list of his coaching experience and activities with the players, and also activities he is involved with in the district. There has never been a safety issue before. The same letter he sent also includes details about his job working with challenged kids at the IU and his years of volunteer service with the Special Olympics. It should be clear in this letter that he has a commitment to the kids and to their education. Why did I not accept the request by administration to resign? He thought about it over the weekend and went into Mrs. Yadush on Monday and respectfully declined the request. He talks a lot to his players about commitment. He has committed to this program for many years and that commitment he hopes will continue for many years to come. He realizes that anyone can be replaced in their positions but he cares too much for the kids to just resign. Please do not think I coach just for the money. The fact is he enjoys working with the kids and in his mind it is about the kids. He did talk to one Board member about his willingness to donate his salary back to the school. It definitely is not about the money. He does not commit the time to the program for the money. In his letter he also asked these questions, in the years you have been in the board has there ever been an issue for performance or action that has been brought to you? Have you heard anything negative about the way the program is run that has caused any concern for safety? Likewise, have you heard anything positive in the community about the basketball program? Have you read positive things in the media or have you heard positive things from parents, players or teachers? He believes that a coach having a close

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relationship with players is very important. There are big pluses to a positive player/coach relationship. It helps him understand the players and allows him to encourage them and set goals for the future when they graduate from high school. However this he could take back his poor choice and he is thankful no one was hurt. It was a wrong and he can tell you right now that this similar act will never ever happen ask that before the Board votes on his future, and beyond his apology, that you please moments to reflect on this decade of involvement with the program. He again the Board in the position to have to make this tough decision on his future. He does some form of punishment is appropriate. A severe letter of reprimand, placed on probation, his salary back to the school or any other action he would understand. He is just hopeful that Board can look at the overall picture and beyond this single instance, this one mistake, and to retain his position as head basketball coach.

**ADJOURN-
MENT**

Mr. Follweiler made a motion, which was seconded by Mrs. Ganser, that the regular meeting of the Northern Lehigh School District Board of School Directors is adjourned at 8:23 p.m.

YEA: Mr. Fedorcha, Mr. Follweiler, Mrs. Ganser, Mrs. Geronikos, Mr. Green, Mrs. Green, Mrs. Kulp, Mr. Williams, Mr. Hartman (9)

NAY: None (0)

Respectfully submitted,

Gregory S. Williams
Secretary

ATTEST: _____ President
Edward E. Hartman